

# The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXXIII

WASHINGTON, D. C., APRIL, 1934

NO. 4

*America  
moves  
on*

**NRA**

*readjustment*



# UNION COOPERATIVE

Incorporated 1924



## STANDING FOR YEAR 1933

### Ledger Assets:

Real Estate .....	\$25,678.50	
Loans on Policies .....	71,226.28	
Collateral Loan .....	13,200.00	
Mortgage Loans .....	219,798.87	
Bonds .....	1,950,567.20	
Cash in Bank and Office .....	159,154.78	
Other Ledger Assets .....	75,575.46	
Total Ledger Assets .....		\$2,515,201.09
Non-Ledger Assets .....		114,366.26
TOTAL .....		\$2,629,567.35
Less Assets Not Admitted (Furniture, etc.) .....		351,949.70
TOTAL ADMITTED ASSETS .....		\$2,277,617.65

### Liabilities:

Reserves .....	\$798,209.15	
Contingent Reserve .....	650,000.00	
Death Claims Reported—Proof not received .....	62,580.78	
Dividends Left with Company .....	3,350.76	
Premiums Paid in Advance .....	13,078.39	
Bills Accrued .....	659.97	
Taxes (Estimated) .....	20,856.00	
Dividends Apportioned .....	4,000.00	
Suspense Account .....	4,120.26	
Interest Paid in Advance .....	686.57	
TOTAL .....	\$1,557,541.88	
Capital .....	200,000.00	
Surplus .....	520,075.77	
TOTAL .....		\$2,277,617.65
Insurance in Force December 31, 1933 .....		\$58,704,843.00
Death Claims Paid During 1933 .....		670,448.23

Union Cooperative solicits your continued interest in its development, and hopes to serve you in your life insurance needs.

## UNION COOPERATIVE INSURANCE ASSOCIATION

1200 Fifteenth Street, N. W.

Washington, D. C.



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**Magazine Chat**

Is our face red? A humili-  
ating error was made in the  
brief historical section of our  
pamphlet, "Your Membership  
in the International Brother-  
hood of Electrical Workers."  
These mistakes will occur  
wherever type is used but they  
are galling no less.

Words were twisted to give  
the impression that President  
McNulty succeeded President  
Miller, which of course is an  
impossible stretching of the  
facts. We publish herewith the  
list of presidents from Henry  
Miller's incumbency to Presi-  
dent McNulty:

Henry Miller from 1891 to  
1893;

Quinn James from 1893 to  
1894;

H. W. Sherman from 1894 to  
1897;

J. A. Maloney from 1897 to  
1899;

Thomas Wheeler from 1899  
to 1901;

W. A. Jackson from 1901 to  
1903;

F. J. McNulty from 1903 to  
1919.

The extent to which the  
magazine reaches readers out-  
side of the immediate move-  
ment is interesting. In an in-  
stitution in the far West there  
are two electricians employed.  
We have this letter from one of  
them: "I wish to congratulate  
you and the whole corps of co-  
workers on the broad and effi-  
cient way the Worker is gotten  
out. The Worker is very popu-  
lar here, as mine will show. I  
have no idea how many read it,  
but when I finish it, it is put in  
circulation and is about worn  
out when it is returned to me.  
There is only one electrician  
here besides myself, but the  
Worker is spoken for by several  
before I receive it. Keep the  
good work up."

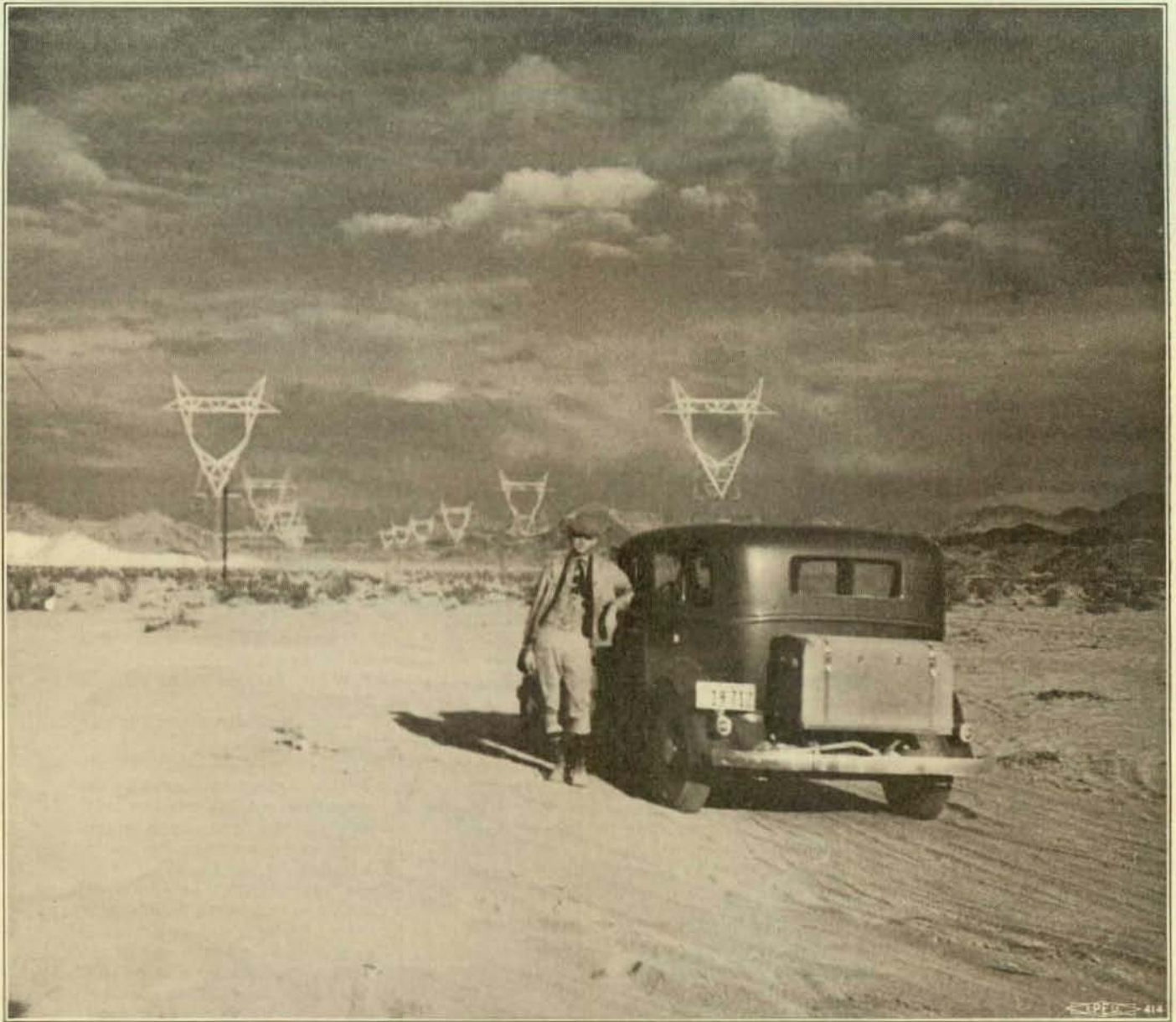
**NOTE**

Local unions giving en-  
dorsements to, or interest-  
ed in candidacies of,  
Congressmen would do  
well to report this first to  
the International Office.  
This will enable the I. O.  
to make intelligent de-  
cisions in coming months.

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NEW NOTES IN A DESERT MONOTONE

Great towers erected by union men pacing sandy leagues across the desert from Los Angeles to Boulder Dam.







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VOL. XXXIII

WASHINGTON, D. C., APRIL, 1934

NO. 4

## America Moves On

THE important fact of the present crucial period of national evolution is that public opinion has passed beyond the intellectual and social convictions of the business class.

\* \* \*

In this sense, America has moved forward. We base our view on many and sundry straws in the wind, but chiefly upon the support the American people have given and are giving President Roosevelt. And no one can doubt that President Roosevelt's position in regard to labor, profits and economic planning is far to the left of that of Alfred P. Sloan, of General Motors; Walter S. Gifford, of American Telephone and Telegraph; Gerard Swope, of General Electric, and E. T. Weir, of National Steel. These gentlemen—if they would get out of their swivel chairs, and step out of their limousines—would learn that 1934 is not 1929, that highly evolved subterfuges and appeals to American workmen do not have the same force when 8,000,000 men are unemployed, when the farm class is impoverished, when the whole population still has fresh in its memory the speculative and profiteering orgies of the last decade.

\* \* \*

The most disturbing fact in the present fateful hour is not the supposed threat of industrial domination by the A. F. of L. but the granite refusal of business to heed the handwriting on the wall, and make terms with the more enlightened public opinion of the present. This refusal, now drawing to treasonous proportions, denotes the traditional contempt which Bourbons always have for mere people, and forecasts a head-on collision between business, and not only labor, but the rest of the population—if not now, in the near future. This collision will be costly, disastrous and prolonged, and may eventually grow to the proportions of revolution.

\* \* \*

We have used the word "treasonous" advisedly. One new aspect of the present situation—one hitherto absent in every other major clash between an autocratic business class with labor and the underlying population—is that

business stands outside the law. A steel magnate is feeling—for the first time—the sting of a federal injunction. Automobile magnates are forced to employ legal technicalities, and weasel distinctions to justify their treasonous refusal to obey the National Recovery Act. In truth, America moves on. Robber barons no longer can defy public opinion, as expressed in government, with safety. They are no longer impregnable because they can employ millionaire lawyers to spin technicalities of escape.

\* \* \*

Look back 10 years and recall when the federal government was indicting labor leaders for striking, and know that in truth a revolution has taken place, and America moves on.

\* \* \*

The present month has brought crisis after crisis, and the end is not yet. The solution in each case has not been altogether a matter of victory for either side. But the unmistakable signs are the day of industrial autocracy is waning, maybe, not now, but soon. They may continue to chisel, bribe, deceive; they may appear to grow stronger, and to win; they may even succeed in setting up a fascist regime. But they are doomed. The autocratic business class is doomed, because it can not deliver the goods; it can not feed, clothe and shelter the population—a population, which knows that the nation is capable of supporting in comfort and decency.

\* \* \*

Let labor not grow discouraged. There will be temporary setbacks. Let labor not compromise. Let it be more courageous in support of the things it knows are right, that is, good for the underlying population.

\* \* \*

And we hope the President will continue his calm, unafraid obedience to public opinion. This is in truth being a national executive. Let him be deaf to great wealth, to millionaire lawyers, to millionaire publishers, and heed the still small but fateful and powerful voice now speaking in and through millions. Then America will in truth move on.



# NRA Readjustment Waits Goad

NRA is awaiting reports from eight committees, three special and five regular, of a plan for readjustment of NRA. These committees were appointed as a result of the prolonged and sometimes stormy meeting of the code authorities held in Washington early in March. The special committees represent capital goods group, consumers' goods group and the service group of industries. The regular committees represent the following sections:

1. Employment.
2. Trade practices—prices.
3. Trade practices—production.
4. Code administration.
5. Small enterprises and minorities.

It is the authoritative view in Washington that one may not expect any blanket changes in NRA either as to policies, structure or administration. The Recovery Administration takes the position that industry is too complex to apply any yardstick. It believes that the problems of each industry are peculiar and that these must be met within the industry and solved. However, Administrator Johnson put up to the Code Congress 12 proposals which may be said to be the guide for gradual readjustment. These 12 are:

1. A more uniform and equitable rule of national price stabilization in those cases where it is necessary to maintain wages at a decent standard against the certain results of predatory and cut-throat competition, and further insurance against increase of price faster and further than increase of purchasing power.
2. A more effective rule on costs for the purpose of maintaining rules against sales below costs of production.
3. Uniformity of wages and hourly rates in competitive industries.
4. Uniform classification of areas for the purpose of the North-South differentials.
5. Further reductions in hours per week and further increase in hourly wages.
6. Certainty of protection against monopoly control and oppression of small enterprise, and, especially, the inclusion in codes of adequate buying (as well as selling) provision to guard against oppression of small business.
7. A much improved method for securing prompt and effective compliance.
8. A safe method of financing code administration without racketeering and abuse.

**Business class reluctant about voluntary improvement in administration. Urge must come from labor, the public, and nasty circumstance.**

9. Elimination of inconsistent or conflicting provisions among various codes.
10. Adequate labor and consumer representation in an advisory capacity of Code Authorities.



NRA has not reached that state of scientific management of industry, which chemists manifest in the laboratories of the U. S. government.

11. Uniformity of governmental representation on Code Authorities.
12. Wider use of mechanism for settling labor disputes in connection with Code Administration.

The business class through which and by which NRA appears to be operated is offering vigorous opposition to changes. During the nine months of life of NRA business has been allowed to get pretty much what it wanted and it has been allowed to organize up to the hilt. In this preferred position it now undertakes to block any further reforms that may aid the small business man or labor. It appears certain therefore that if readjustment is made by NRA, it will be

made under the force of labor's drive, under the force of public opinion, or under the force of fast developing, unpleasant conditions in industry that will demand action. The condition in the automobile industry is a good example of the last. Here it was made necessary to clarify the meaning of Section 7a, something that labor has insisted upon since June. On the face of Section 7a there is no doubt that collective bargaining was guaranteed the American worker. The automobile industry was intent upon abrogating this right under the law. This right appears to be salvaged now in the long negotiations under the direction of the President of the United States.

## Later Developments

National Recovery Administrator Hugh S. Johnson early in April announced that, as soon as the Labor and Consumers' Advisory Boards submit lists of nominees, he will appoint a labor and consumers' adviser to the administration member or members of Code Authorities.

Simultaneously General Johnson issued an order directing all industries operating under approved codes and which do not already have such agencies to immediately proceed to the creation of industrial relations committees or boards for the adjustment of labor complaints and disputes. Another step toward administration for compliance and settling of disputes by industry itself.

Both moves were forecast by the General when, in opening the recent general public meetings on February 27 he asserted that with more than 90 per cent of industry and trade now under approved codes, NRA'S attention would be devoted to problems of administration and policy which in the process of codification were left for later determination.

Among those problems he cited the necessity for "adequate labor and consumer representation in an advisory capacity on Code Authorities" and "wider use of mechanism for settling labor disputes in connection with code administration."

In announcing his plan to appoint labor and consumers' advisers to administration members of code authorities, General Johnson pointed out that while the advisers are not to be members of the authorities and will attend meetings only on invitation, they will have free access to the minutes of the meetings and have the right "to appear before the code authority to make statements on specific subjects."

"The advisers", the General pointed

(Continued on page 184)



# Only Unions Can Make NRA Work

By ELINORE MOREHOUSE HERRICK, Vice Chairman, New York Regional Labor Board

*Editor's Note: It has been several weeks since the Congress of Code Authorities convened in Washington. One address by an industrialist continues to stand out beyond others, that of Mrs. Herrick. She is an industrial student with practical experience in some of the largest corporations in America.*

FROM the standpoint of national recovery, compliance and enforcement seem to me to be the most important problems the country must grapple with at the present time. Out of an intensive experience with the NRA and the Regional Labor Board of New York, it is inescapably clear to me that the problem of policing industry cannot be done and will not be done by industry, nor, I am sure, does any of us want the government to build up a great bureaucracy for enforcement.

There are two ways in which code enforcement can be secured: one is by techniques written into the codes themselves, and the other is through the policing of industry by organized labor. As to the first method—the codes as now written offer a positive invitation to insincere industrialists to evade the provisions of the codes and to break down the standards we are trying to set up. Every permit to employ learners at less than minimum rate, every permit to average hours over a four-week or longer period, every exemption of watchmen, or maintenance men, or other special groups, opens the door wide to evasion by industry. I am not at all sure but that the government should stipulate that only a certain percentage of the payroll may be paid at the minimum wages. I shall illustrate this point later on. But at present there is an almost universal application of the wage provisions of codes in such a way that the minimum rates set forth become virtually the maximum rates.

In the labor boards we see the gravest abuses, of course, but the gravity of our cases indicates very surely the weaknesses in administration of codes.

I want to describe to you some of the activities in the New York area that lead to my use of the words "policing of industry by organized labor."

## Shoe-String Chiselers Described

It does not cost very much to buy a second-hand printing press and start up a little business printing handbills, or pads, letterheads and that sort of thing. A number of small shops—employing less than 100 workers—have been brought in before the Regional Labor

**Code enforcement can not be left to employers, to courts, to government. It must be carried on by those chiefly affected by code violation.**

Board because of strikes by the workers against employer evasion of codes—Typographical Union No. 6 and the Pressman's Union have been the com-



MRS. ELINORE M. HERRICK  
She delivers the most brilliant analysis of NRA.

plainants. These employers have been working overtime without paying time and one-third; they have discharged workers as soon as they have completed the six-week learner's period, they have paid no one more than the minimum rate in either the PRA or the proposed industry code. They have put "helpers" on presses in place of experienced and competent pressmen. Through the organization of these workers the above unions have effectively eliminated these chiseling practices. Back pay for the overtime—in one case amounting to \$1,200—has been paid to the workers.

In the garment trades we have found employers who for years have had union

contracts, discharging their workers, closing shop for a week and reorganizing under the same name with an "INC" added. They then offer to take their workers in as partners to share the profits—so-called—but in reality to evade payment of union wages. The demoralization to the industry well can be imagined. The workers must submit or starve, or the union must fight. I believe—and I am sure the legitimate employers will agree—that it is in the interest of the industry and society as a whole that the unions should fight to drive out of business any employers who can exist only by such mean subterfuges.

As for the complaints on learner's rates—they are legion. Just the other day we discovered through a strike that one has to learn to be a porter—to sweep the floor and empty the trash baskets. It required six porters to keep one small loft clean, in which there were 50 employees, of whom 27 were already receiving the minimum wage—and the highest rate paid was only 10 per cent in excess of the minimum. The settlement of the strike was a union contract and union rates of pay.

Faking time clock hours, by working an hour before clocking in, requiring employees to sign the payroll for code wages, but actually paying them \$5 or \$10 less is a common practice and has led to many a strike. The speed-up system whereby the number of pieces required to be produced is put at such a figure that even a skilled worker who has been 15 years with the same employer is able to earn only the minimum guarantee. These are all too familiar devices whereby certain employers sabotage the whole Recovery Act.

## Unionists Police Codes

The important point that I wish to make is that all these practices have been made known to the government agency I represent here today through action of the workers in trade unions exercising their right under Section 7a to organize for purposes of collective bargaining.

I think industry is wrong—blindly wrong to resist this move toward unionization. If we are sincere in backing the recovery program we need more and stronger labor unions. Yet what is the attitude of many employers? They fight and resist the efforts of their workers to secure this protection. They do not see the other side of the picture, that labor organizations are fighting the decent employers' battle today by forcing the

(Continued on page 186)



# Company Unionism Splits Industry—the State

**G**ENTLEMEN of the NRA, here is a document which should be on all your desks. It brings evidence from an indisputably authoritative research organization. It throws in clear relief the major problem of NRA, of the present administration, and moreover, the major problem of this generation.

The problem: Can industry exist half union (free) and half boss-controlled (slave)?

There is no other major problem, as you know. Seventy per cent of the cases before the National Labor Board have turned upon this point. Most of the conflict, materializing at public hearings of the NRA have turned upon this point.

The book: "Miners and Management—A study of Collective Agreement between the United Mine Workers of America and the Rocky Mountain Fuel Company."

The sponsors: Russell Sage Foundation.

The author: Miss Mary van Kleeck.

"The experience of the Rocky Mountain Fuel Company, in contrast with that of coal producers having company unions," Miss van Kleeck points out, "is particularly significant now because of the widespread revival of the company union idea in an effort to circumvent the NRA's guarantee to workers of the right of collective bargaining." This report, she says, is a partial answer to one of the most important questions confronting the coal industry and the country, namely:

What shall be the status of the organizations of workers, and how are they to be given a voice in all matters affecting their employment, including the stabilization of industry and the wider policies affecting it?

## Experience Significant For Industry

After extended personal study in Colorado of the way in which the collective agreement between the miners and the Rocky Mountain Fuel Company is working out, Miss van Kleeck says: "This company, in the midst of an industry which is probably the most disorganized in the United States, undertook single-handed—but with the co-operation of labor—to eliminate practices producing instability, to apply sound ethical principles of relationships with workers, with other industries and with the public. Its experience is significant for industry as a whole in the United States and particularly for the coal industry."

Of Josephine Roche, principal stockholder and general manager of the company, Miss van Kleeck's report says: "She has separated herself from the policies of the owner class in Colorado and has squarely opposed them by inviting the miners' union, the United Mine Workers of America, to join with the company in the collective agreement

**No chance for economic planning until long struggle for organization is won by labor unionists. Russell Sage Foundation contributes exciting document to timely issue. Crisis here.**

in which she has voluntarily accepted limitations upon the traditional powers of an owner of capital and has declared that the organized miners, through their own officers who are not even employees of the company, have the right to share with the management in all decisions regarding conditions of employment."

This agreement, Miss van Kleeck reveals, is the result of the impression the bloody scenes of the Colorado coal strikes of 1913, 1914 and 1927 made on the mind of Josephine Roche, who in the latter year inherited her father's minority ownership of stock in the Rocky Mountain Fuel Company.

When, in 1927, Miss Roche became a responsible owner of the company, she found in its offices "the paraphernalia of war and in the books the records of expenditures for detectives and mine guards," according to this report. "This equipment was in itself a temptation to use it in times of controversy in place of reasonable procedures based on principles which might have prevented bloodshed and bitterness."

That same year, during the I. W. W. strike, Miss van Kleeck points out, "the revolvers of the state police were turned upon the strikers at close range, at the Columbia mine of this company, and lives were once more sacrificed in an industrial conflict in Colorado."

"The farthest any operator of Colorado has been willing to go theretofore,"

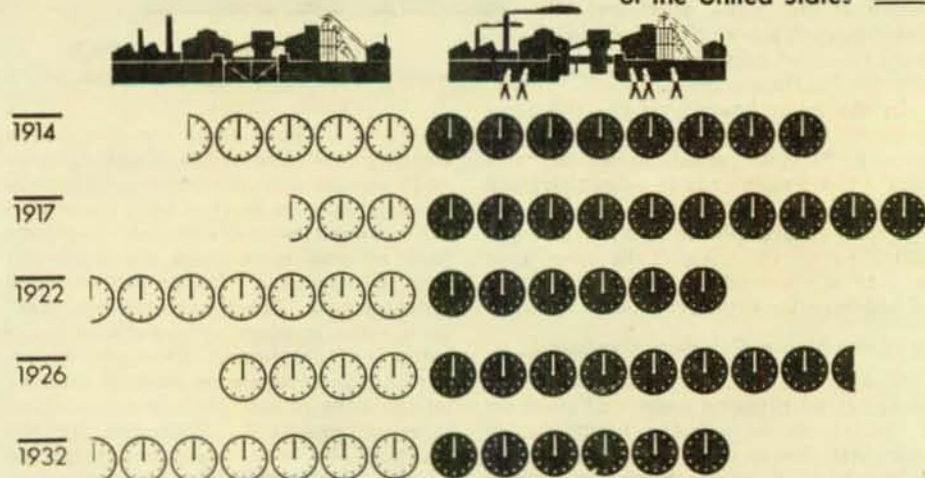
Miss van Kleeck says, "had been to let employees elect their representatives from their fellow employees. This was done under the influence of John D. Rockefeller, Jr., in the 'Industrial Representation Plan' of the Colorado Fuel and Iron Company. But in the history of that plan, as brought out in an earlier study made for the Russell Sage Foundation, the steady refusal of the company and of Mr. Rockefeller to recognize the miners' union turned employees' representation into an instrument of opposition to unionism. Naturally, then, recognition of the union by an operator in the same state became a rival of employees' representation. Thus Josephine Roche challenged the Rockefeller, original sponsors of the company union idea, and all their allied interests in what is fundamentally a struggle for power between labor and capital."

Contrary to public impression, Miss van Kleeck's report says, the Rockefellers have not abandoned the company union. A recent vote of Colorado Fuel and Iron Company employees, taken by joint agreement between the company and the United Mine Workers, showed that the miners of this company repudiated by a large majority the company union and voted for the United Mine Workers. The company, while thereafter signing a trade union agreement set up under the NRA code for the bituminous coal industry, has announced that it still retains "employees' representation" or the company union.

The agreement between the Rocky Mountain Fuel Company and the United Mine Workers—a lengthy document dealing with the many complications inherent in the mining of coal and in relations between managers, workers and supervisors—is epitomized in a preamble which says that the purpose is:

"To establish industrial justice; to

**Days Lost and Days of Mine Operation in the Bituminous Coal Industry of the United States**



Each white clock represents 25 days lost

Each black clock represents 25 days of mine operation

AMERICAN INSTITUTE OF MINING



substitute reason for violence, confidence for misunderstanding, integrity and good faith for dishonest practices, and a union effort for the chaos of the present economic warfare; to stabilize employment, production and markets through co-operative effort and the aid of science; and to assure to consumers a dependable supply of coal at reasonable and uniform prices."

This, Miss van Kleeck says, is the first time any trade union affiliated with the American Federation of Labor has gone so far as to include these broad economic policies in its scope.

Summarizing the results of five years of successful operation under this agreement, the report says:

"That in sales the company 'was able to keep in advance of competitors—evidence that purchasers approved a price policy which avoided, as far as possible, cuts below cost, while maintaining a higher wage scale;'

"That though 1932 is generally regarded as the worst year of the depression, the company made greater mine operating profits in that year than in any year since the signing of the agreement in 1928;

"That the average number of days' work given to miners by this company exceeded the average of the state—in 1932 the average days worked per man in the mines of this company were 191 as against an average of 127 for the state;

"That labor's productivity was greater, the production during 1932 being 10.5 tons per miner per day as against 7.5 tons per miner per day for the industry in Colorado as a whole;

"That there was greater stability of

employment—thus in 1928, when the contract was signed, there were 1,701 men taken on the payroll to maintain an average working force of 748, whereas in 1931 there were 867 men to maintain an average force of 728;

"That the proportion of miners in this company receiving less than \$500 a year was cut down from nearly 60 per cent in 1928 to less than 16 per cent in 1931, and the proportion receiving less than \$1,500 a year was cut from 89 per cent in 1928 to 69 per cent in 1931;

"That the proportion of the working force kept on the payroll all 12 months of the year was increased from 16 per cent to 63 per cent;

"That although the wage scale remained the same from 1929 through 1931, mine operating profits increased steadily, from \$244,000 in the first year to \$282,000 in the latter year and to \$345,000 in 1932."

The report describes in detail how these various records were made. Concerning the support given by trade unions, the report says that recognition of the miners' union by this company "has served as a rallying point for all the labor groups in Colorado, includ-

ing railroad men and farmers. It is because this company's co-operation stands alone in a long history of opposition by other operators to the miners' union in Colorado, that it has come to symbolize there a significant success for the workers in a series of defeats."

The second section of the report discusses this national issue under the title "The Problem of Coal in the United States—a Record of Failure and a Forecast of the Solution."

"The reason for the inability of the government to act effectively in this industry," the report says, "is to be found in the economic conflicts between separate owners and in the cross-conflict between miners and management. As a result, the community or the state becomes a house divided against itself. The government, which is merely one function of the community, is not a supreme power able to hold the scales of justice in favor of greater efficiency or social righteousness, but



MISS JOSEPHINE ROCHE

Owner and manager of Rocky Mountain Fuel Company. She is regarded as a kind of Joan of Arc of American industry.



MISS MARY VAN KLEECK

Economist and investigator in the field of Labor.

must on the contrary be dominated by the strongest power among the conflicting interests which make up the community. A unified economic plan or a planned economy in the common interest could be achieved only if the causes of conflict in interest were removed. The history of failure of efforts to secure even a minimum of control by the federal government in the coal industry suggests that the economic power of owners is stronger than the government."

Miss van Kleeck continues the analysis:

"The people of the United States seem to be groping in the dark in this period of long-continued industrial depression. They are undecided whether to try to re-establish industry as it used to be; they are torn between hope that this may be possible and fear that there is something wrong in the understructure. They are uncertain as to how far the current new experiment initiated by the federal government in the National Industrial Recovery Act and other measures constitute the social revolution which some see in them. Many of the middle class, as well as industrialists, are hoping that recovery will be possible without giving up private ownership and profit-making in natural resources and instruments of production. The danger is that, in the desire to ful-

(Continued on page 183)



# Wagner Bill Draws Issue in Old Struggle

THE right to organize, which is theoretically labor's right since the inception of the republic, is still being questioned by business interests. Section 7(a) of the National Recovery Act is supposed to legalize collective bargaining. This section has been vitiated by legal interpretation on the part of the legal department of NRA so that the National Labor Board, created by the President of the United States, could not adequately function. Thereupon Senator Wagner, chairman of the Board, brought in his bill which does nothing more than reaffirm labor's right to organize without coercion. Labor leaders, economists, engineers and social leaders have passed in array before the Senate committee considering the Wagner Bill, reiterating the value of labor unions to industry and to the state. At the same time James Emery, agent and counsel for the National Manufacturers' Association, United States Chamber of Commerce, and other anti-union groups, has sought to throw a legal web about the act and to secure its defeat, or if not that, its legal vitiation.

The preamble of the bill gives the best summary of its need.

## Balance of Bargaining Power Gone

"The tendency of modern economic life toward integration and centralized control has long since destroyed the balance of bargaining power between the individual employer and the individual employee, and has rendered the individual, unorganized worker helpless to exercise actual liberty of contract, to secure a just reward for his services, and to preserve a decent standard of living, with consequent detriment to the general welfare and the free flow of commerce. Inadequate recognition of the right of employees to bargain collectively through representatives of their own choosing has been one of the causes of strikes, lockouts and similar manifestations of industrial strife, obstructing interstate commerce and imperiling the general welfare. It is hereby declared to be the policy of Congress to remove obstructions to the free flow of interstate commerce, to encourage the establishment of uniform labor standards and to provide for the general welfare by removing the obstacles which prevent the organization of labor for the purpose of co-operative action in maintaining its standards of living, by encouraging the equalization of the bargaining power of employers and employees, and by providing agencies for the peaceful settlement of disputes."

Senator Wagner has supplemented this statement thus:

"Genuine collective bargaining is the only way to attain equality of bargaining power. By section 7 (a) of the Recovery Act, Congress attempted to open the avenue to collective bargaining by

**Economists, social and labor leaders pile up evidence that American democracy is at stake. Company union unreliable as technological instrument. "Company union" becomes epithet of reproach. Self-respecting workers shrink from it.**

restating the right of employees to act through representatives of their own choosing, free from the influence of employer. But section 7 (a) did not outlaw the specific practices by which some employers set up insuperable obstacles to genuine collective bargaining.

"The greatest obstacles to collective bargaining are employer dominated unions, which have multiplied with amazing rapidity since the enactment of the Recovery Act. Such a union makes a sham of equal bargaining power by restricting employee co-operation to a single employer unit at a time when business men are allowed to band together in large groups. It deprives workers of the wider co-operation which is necessary, not only to uphold their own end of the labor bargain, but to stabilize and standardize wage levels, to cope with the sweat shop and the exploiter, and to exercise their proper voice in economic affairs."

D. W. Tracy, president of the International Brotherhood of Electrical Workers, at a hearing before the Senate committee said in part:

"Gentlemen, the International Brotherhood of Electrical Workers, representing about 150,000 organized workers in the electrical field, emphatically supports this bill. It does so realizing that there is irony in the fact that such a bill is necessary when we already have 7(a) of the National Industrial Recovery Act.

## Crisis Outlined

"It appears that we are facing a crucial situation in this country where rebellions of anti-union employers have reached such dimensions that it is necessary to pile law on law to meet the situation. Mr. Chairman, it is not necessary for me at this time to bring evidence in violation of Section 7(a) of the National Industrial Recovery Act. Let it suffice to say that the National Industrial Conference Board, a research organization of employers, has conclusively shown that between July and November, 1933, about twice as many company unions were hastily organized under pressure as existed prior to that time. The figures are 225 plant company unions up to July, 1933, and 400 organized as

between July and November. Neither do I need to present evidence to show that company unions are being organized under duress, because hundreds of affidavits have been filed with the National Labor Board proving this fact.

"I want to take a few minutes, however, to show that the problem goes much deeper than this. I want to present the thesis that no company union can be formed without coercion upon the part of the boss. By coercion I do not mean by means of plug-uglies, detectives and the other accoutrements of industrial warfare, but I mean by means of suggestion on the part of the employer, which is just as powerful as physical force.

"My second contention is that industries as organized today are founded upon fear—fear on the part of men of losing their jobs, and as long as this fear exists, the slightest suggestion on the part of the company that men should not join bonafide labor unions is coercion."

A. E. Suffern, economist for the Federal Council of Churches, said:

"I regard the bill as one of the most significant efforts ever made in the United States to improve the status of labor. Employers will not be denied any rights necessary to their proper functioning in an industrial society. In so far as they may be limited in the exercise of autocratic power, the result in the long run will be to their advantage as well as to the advantage of society. A regime of co-operative dealing between employers and employees offers much more than constant struggle which accentuates the division between classes."

Man is arrogant in proportion to his ignorance. Man's natural tendency is toward egotism. Man, in his infancy of knowledge, thinks that all creation was formed for him. For several ages he saw, in the countless worlds that sparkle through space like the bubbles of a shoreless ocean, only the petty candles, the household torches, that Providence had been pleased to light for no other purpose but to make the night more agreeable to man.

Astronomy has corrected this delusion of human vanity, and man now reluctantly confesses that the stars are worlds, larger and more glorious than his own—that the earth on which he crawls is a scarcely visible speck on the vast chart of creation.

But in the small as in the vast, God is equally profuse of life. The traveler looks upon the tree, and fancies its boughs were formed for his shelter in the Summer sun, or his fuel in the Winter frosts. But in each leaf of these boughs the Creator has made a world—it swarms with innumerable races. Each drop of water in a moat is an orb more populous than a kingdom is of men.

Everywhere, then, in this immense design, science brings new life to light. Life is the one pervading principle, and even the thing that seems to die and putrefy but engenders new life, and changes to fresh forms of matter.—*Bulwer Lytton.*



# Who's Who in the Auto Industry

**D**URING the heated days of the auto dispute, when the Automobile Chamber of Commerce had turned to the wailing wall, and cried over lost American liberties, who was speaking? It appears a matter of public interest. For one, the du Ponts of Delaware, were being expressed; Junius Morgan, of the House of Morgan; John J. Raskob, former chairman of the National Democratic Committee; Clarence M. Woolley, of the American Radiator Company; Waddill Catchings, who helped William Trufant Foster write books on raising purchasing power; Roy Dikeman Chapin, former Secretary of Commerce under Hoover; the Fishers, of Fisher Body Works.

The following, taken from a late edition of Poor's Manual, is illuminating:

## General Motors Corporation

### Directors:

Baker, George F.  
Bishop, Arthur G.  
Brown, Donaldson.  
Carpenter, Walter S., Jr.  
du Pont, Henry F.  
du Pont, Irene.  
du Pont, Lamot, chairman of the board.  
du Pont, Pierre S.  
Fisher, Charles T.  
Fisher, Fred. J.  
Fisher, Lawrence P.  
Fisher, William A.  
Kaufman, Louis G.  
Kettering, Charles F.  
Knudsen, William S.  
McGowan, Sir Harry, K. B. E.  
McLaughlin, R. Samuel.  
Mooney, James D.  
Morgan, Junius S.  
Mott, Charles S.  
Opel, Fritz.  
Page, DeWitt.  
Pratt, John L.  
Prosser, Seward.  
Purvis, Arthur B.  
Raskob, John J.  
Sloan, Alfred P., Jr.  
Smith, John Thomas.  
Swayne, Alfred H.  
Whitney, George.  
Woolley, Clarence M.  
Young, Owen D.

### Officers:

du Pont, Lamot, chairman.  
Sloan, Alfred P., Jr., president.  
Vice Presidents:  
Bradley, Albert.  
Brown, Donaldson.  
Fisher, Charles T.  
Fisher, Fred J.  
Fisher, Lawrence P.  
Fisher, William A.  
Grant, Richard H.  
Hunt, Ormond E.  
Kettering, Charles F.  
Knudsen, William S.  
McLaughlin, R. Samuel.  
Mooney, James D.

## When the automobile Chamber of Commerce spoke, who spoke? New York banks, the du Ponts of Wilmington, the American Radiator Company, and others.

Mott, Charles S.  
Page, De Witt  
Pratt, John L.  
Renter, Irving J.  
Smith, John Thomas  
Stettinius, Edward R.  
Swayne, Alfred H.  
Wilson, Charles E.  
Merrill, Thomas S., secretary.  
Prentis, Meyer L., treasurer.  
Proctor, Ernest W., comptroller.  
Breech, Ernest R., general assistant treasurer.

### Finance Committee:

Brown (chairman), H. F. du Pont, I. du Pont, P. S. du Pont, L. du Pont, Baker, Prosser, Morgan, Sloan, F. J. Fisher, Whitney, Carpenter, Raskob, Mott.

### Executive Committee:

Sloan (chairman), F. J., L. P. and C. T. Fisher, Brown, Pratt, Knudsen, Smith and L. du Pont.

## Hudson Motor Car Company

### Directors:

Abbott, C. G.  
Baits, S. G.  
Barit, A. Edward  
Chapin, Roy Dikeman (North American Aviation, Inc.; Guardian Detroit Bank).  
Hood, A.  
McSweeney, William J., chairman of board.  
Oostdyk, C. A.  
Sterling, C. D.  
Webber, Richard Hudson.  
Wollering, Max F.

### Officers:

McSweeney, William J., chairman.  
Chapin, R. D., president and general manager.  
Barit, A. E., first vice president and treasurer.  
Hood, A., secretary.

## Chrysler Corporation

### Directors:

Bache, Jules S.  
Bronner, Harry.  
Catchings, Waddill.  
Chrysler, W. P., chairman of the board.  
Davison, George W., president Central Hanover Bank and Trust Company, Western Union. General Foods Corporation.  
Edwards, Allen F.  
Fields, Joseph E.  
Foy, Byron C.  
Hutchinson, B. E.  
Hutton, Edward F.  
Keller, K. T.  
Mitchell, W. Ledyard (Union Guardian Trust Company of Detroit).  
Sampson, Marshall E.  
Sloan, Matthew S. (president New York Edison Company).  
Talbot, Harold E., Jr., (North American Aviation, Inc., National Aviation Company, Thompson, Starrett Corporation, Transcontinental Air Transport, Transcontinental and Western Air Express).  
Tinker, Edward R. (Curtiss Wright Corporation.)  
Zeder, Fred M.

### Officers:

Chrysler, W. P., chairman and president.  
Bache, J. S., vice president.  
Keller, K. T., vice president and general manager.  
Mitchell, W. Ledyard, vice president.  
Hutchinson, B. E., vice president and treasurer.  
Fields, J. E., vice president.  
Foy, Byron C., vice president.

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Automobile prosperity is a real thing, but any prosperity founded upon pleasure rather than upon the basic needs of food, shelter and clothing is unstable.



# Giant Towers Mark Electrified Desert Trail

By J. E. HORNE, L. U. 18, Los Angeles

**A**N army of real giants, each 109 feet in stature, is marching steadily over desert, mountain, and valley, between the city of Los Angeles and Boulder Dam. With each long stride these giants take, two new recruits join their ranks, and when the twin line of steel monsters reaches its goal, which is the power plant to be constructed at Boulder Dam, it will bring back some real electric energy to our great city. At this writing, several hundred of these mammoth towers, the largest structures of their kind ever constructed in the world for commercial power transmission purposes, have been completed since this work was started.

When they have been completed, they

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**Greatest long distance power line in world being built with union labor. Model camps electrified. Goal to tap Boulder Dam power for California metropolis. Los Angeles Power and Light in huge project.**

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will stand as a real monument to the advocates of municipal ownership. At this time, let me refer to an article written by the same scribe and published in the JOURNAL in November, 1926, in

which Local No. 18 (formerly Local No. 61) was given the credit for achieving our goal, which was municipal ownership of power and light. Since that article was written, the plant has been more than doubled in size, and great credit is due Mr. E. F. Scattergood, chief electrical engineer, for his untiring efforts in behalf of the Bureau of Power and Light.

"Boulder power for Los Angeles in 1935," is the thought animating construction crews working out of seven camps along the line of the 270-mile power transmission line, now under construction by the Los Angeles Bureau of Power and Light. These camps, modern in every detail, even to electrical cooking appliances, are located at Cozy Dell, in the Cajon Pass, Victorville, Harvard, Silver Lake, Kingston and Jean and Boulder, in Nevada. Each of these camps is equipped to provide for the comfort and convenience of 200 workers.

Most of the major contracts for material and machinery for this \$22,800,000 project have been awarded, and these contracts have had a marked effect on the revival of business in Southern California and other sections of the country. At present there are more than 700 trained workers employed under the direction of superintendents and foremen of the power bureau, and it is estimated that later in the year this number will be increased to about 1,200. Under the construction program the line will be completed not later than September, 1935.

## Research Precedes Labor

This transmission system will be the greatest long distance power line in existence or under construction, and will operate at 275,000 volts, a higher voltage than any system now in operation. For more than four years prior to the starting of actual construction, intensive research work was carried on by the power bureau with the co-operation of research divisions of universities and several large manufacturing institutions. As a result of such scientific and engineering research work, types of copper conductors have been developed, which, together with the advanced development of electrical equipment in connection with the advanced design of the system as a whole, will reduce the ultimate cost of the project one-third below the cost of a system constructed under present day orthodox transmission practice.

Prominent features of this huge undertaking, beside the line itself, include switching stations near Victorville and Silver Lake, a step-down station, two receiving stations and terminal facilities in Los Angeles. The two switching stations will divide the line into three 90-mile sections on the single and double



ARC WELDING THE RE-ENFORCED STEEL AS FOOTINGS OF THE TOWERS.



circuits and will permit work on any section without interruption of service. The function of the step-down station will be to reduce the 275,000 voltage to 132,000 volts, which is the rating of the city loop system.

The single circuit section, 230 miles long, will extend from Cajon Pass, 60 miles east of Los Angeles, to the Boulder Canyon Power plant. On this section will be erected 2,530 steel towers 109 feet in height, running parallel and spaced 1,000 feet apart. These towers will weigh 18,000 pounds each and will carry three strings of 24 ten-inch porcelain insulators. The safety factors include the twin switching stations, two ground wires running above the conductors and attached to each tower; two buried ground wires, one-fourth inch diameter, running as continuous wires under the towers with single cross ties to be connected between towers. These wires will be buried by means of a special plowing device designed by the bureau. The terminals of the system will be the Boulder Canyon power plant and a receiving station in Los Angeles.

#### Giant Towers Erected

The double circuit section will be built west from Cajon Pass to Los Angeles, and will be 40 miles long. On this section will be erected 271 steel towers with a height over all of 144 feet. These towers, weighing 23,000 pounds each, will be spaced 800 feet apart, and will carry both circuits with the same general equipment as in the case of the single circuit towers.

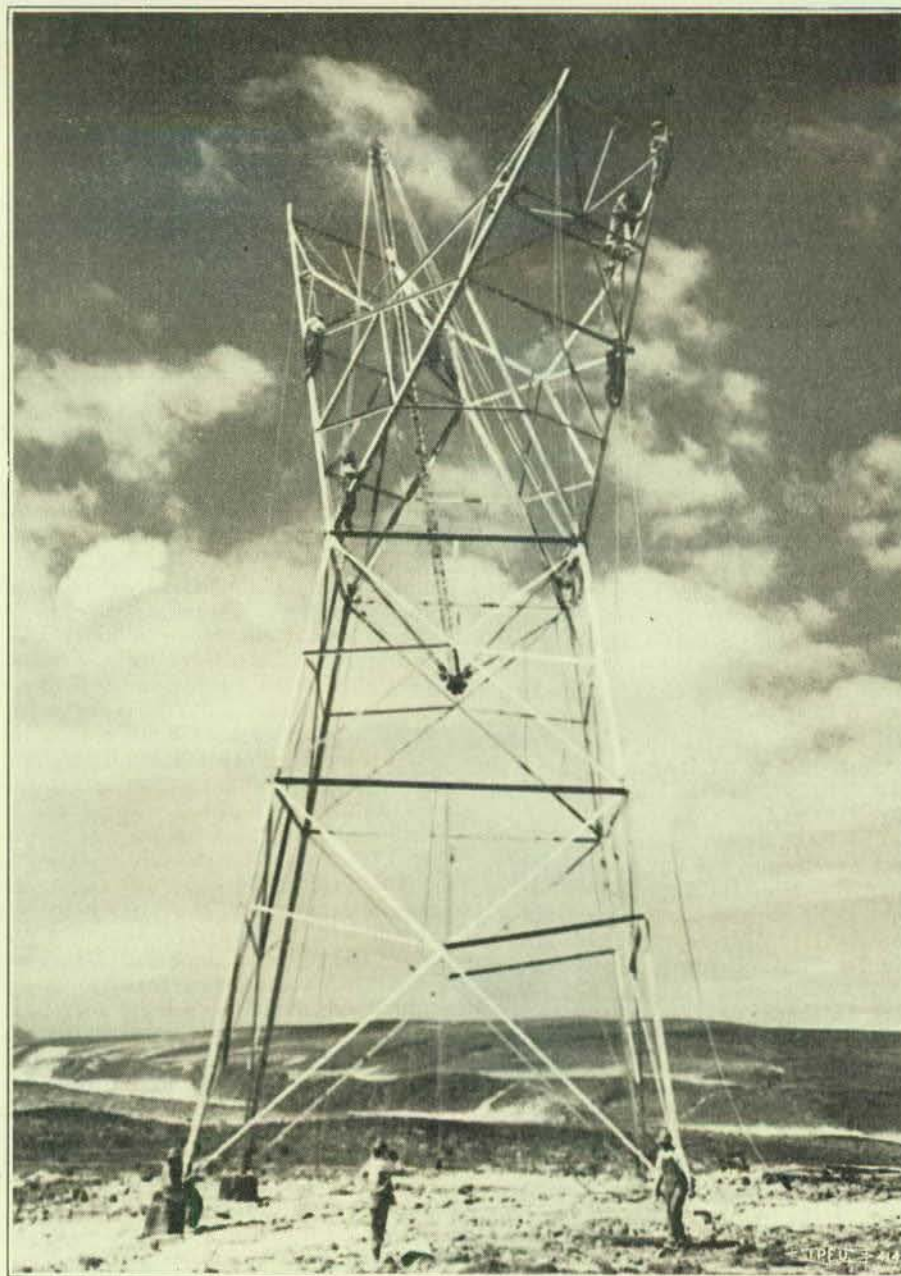
The conductor to be used, adopted after extensive research work, is known as the Hedderheim type. It is a copper tube, 1.4 inches outside diameter and is the largest of this type ever used on a transmission line. There will be six strings of this conductor, each 270 miles in length, or a total length of 1,620 miles, weighing 6,727 tons.

In completing this greatest high tension transmission system, 4,870,000 feet of half-inch galvanized steel overhead ground wire will be strung along the single circuit division. This wire will be 920 miles long and weigh 1,258 tons. On the double circuit section, 430,000 feet of half-inch copper steel strand overhead ground wire will be used. The counter-poise wire to be used, one-fourth inch black copper rod, will be 5,280,000 feet, or 1,000 miles long, and weigh 628 tons. Suspended from the cross arms of the towers and carrying the conductor will be 253,700 porcelain insulators, 10 and 10½ inches in diameter. It will require 80 railroad-cars to transport these insulators.

#### Tons, Tons of Steel and Wire

Other materials to be used in this gigantic undertaking include 1,108 tons of reinforcing steel, 22,500 barrels of cement and 23,400 tons of sand and rock. It also will be necessary to excavate 30,000 cubic yards of earth and rock for tower foundations.

Because of its isolated route over



ELECTRICAL WORKERS IN TIN DERBIES ERECT THESE COLOSSAL TOWERS ACROSS THE GREAT DESERT.

mountains and desert country, it was necessary to build 200 miles of road and establish construction camps along the line. These camps are equipped with bunk houses, mess halls, modern kitchens, bathing and sanitary facilities, office, commissary, hospital and recreation halls. Wells at all camps provide sufficient potable water for the workers and for construction purposes. The camps are illuminated by means of portable gasoline-driven electric light plants. Other features of these model camps are ice-making and refrigerating machines and gas heating and cooking systems.

#### Finis to Beans

Here I must elaborate on what most all linemen crave—good eats. A good table is set, and the Bureau has employed good cooks to keep the worthy Brothers well fed, and happy. Only the best of provisions are purchased, and a

constant inspection is maintained to see that such provisions are served. (Beans and bacon era ended.) There is no such things as the old "beans and bacon" for breakfast, "bacon and beans" for dinner, and "beans and bacon" for supper, that used to be a common fare in construction camps.

Here is a sample of the regular noon-day luncheon: Soup, lamb stew and roast beef, potatoes, cauliflower, peas, celery, olives, rolls, butter, gravy, cottage cheese, beans, coffee, pie, jello, french pastry (trout and venison in season). Sounds a little strange, doesn't it? But, remember, this is California, the only place this side of the Pearly Gates worth while. (My own personal views.)

You will note in the pictures accompanying this article that the men on the ground are wearing tin hats. This is a safety measure for protection should a

(Continued on page 182)



# Chicago Journeymen See Train Power Plant

By H. W. MAHER, L. U. No. 134, Chicago

WHEN the new streamlined electric train of the Union Pacific pulled into Chicago the members of the Electrical Maintenance Society lost no time in getting first hand information on the electrical equipment, which makes possible the successful operation of this train of tomorrow.

When we entered the station we were impressed by the unique appearance of this ultra modern train. We saw a train of a new era, a train that was distinctive from the tip of its blunt nose to the end of its tapered tail. A long low vehicle of transportation composed of three coaches joined smoothly together; the clearance between the coach and the rail is only nine and a half inches. The exterior of the train is canary yellow; this color can be seen for a greater distance than any other color; an additional safety measure. The canary yellow is blended with a golden brown separated by a narrow red stripe which extends the entire length of the train, and emphasizes the streamlined effect.

The total length of the train is 204 feet five inches, the entire train weighs approximately 160,000 pounds or the equivalent weight of one pullman car and carries 76 passengers. In contrast the Twentieth Century Limited weighs 1,662,000 pounds, carrying 125 passengers; this means three-quarters of a ton per passenger on the new train as compared with 15 tons per passenger on the conventional train of today.

The new train makes possible a speed of 85 miles an hour including stops; or two days and two nights from New York to Los Angeles. Mr. J. Zimmerman of the Westinghouse Electric and Mfg. Co., obtained special permission for the members of the Electrical Maintenance Society to enter the engine room of the train and it proved to be a most interesting installation of mechanical and electrical equipment. The men were anxious to obtain all the technical information possible regarding the electrical applications on the train; through the generous co-operation of "The Railroad Age" the following interesting specifications were obtained:

## Power Plant Installation

The power plant in this train, including the engine, electric transmission, controls, etc., was designed and supplied by the Winton Engine Corporation, Cleveland, Ohio, a division of the General Motors Corporation. The prime mover is a 12-cylinder, V-type engine, with 7½ in. by 8½ in. cylinders, rated at 600 hp. at 1,200 r.p.m. The entire rated horsepower is said to be available for propulsion of the train, the engine delivering sufficient horsepower in excess of the rating to provide power for all train auxiliaries, such as cooling

## New features used in Union Pacific's swift, modern streamlined train described after visit by Chicago Electrical Maintenance Society.

fans for the power plant, air-conditioning, lighting, etc.

The engine was designed primarily for this train and incorporates such features not heretofore used. It is designed to utilize the Duff system of distillate burning which is standard on the Union Pacific System. Special features in the engine design include a cylinder block and crank case made entirely of rolled-steel plate welded into one piece by the Lukenweld process. The main framework of the engine is, therefore one solid piece, to which a light oil pan, cast-iron cylinder heads and other accessories, are attached. Cylinder liners are of hard cast iron, pressed into the welded steel framework and readily replaceable.

The wearing parts of this engine are readily replaceable, this promoting long engine life. Cylinder heads are of cast iron with valves in the head. There are two exhaust and two intake valves and four spark plugs in each cylinder head. The cam shafts are located on the outside upper corners of the main framework, and the Duff distillate carburetors are mounted on the outside of the V-type cylinders. The exhaust connections have an individual pipe for each cylinder and are taken off vertically upward at the inside of the V.

Accessories, which include a double lubricating oil pump, water pump, governor, hydraulic relay for throttle control and four ignition distributors, are mounted on the end of the engine farthest from the generator. These accessories and the two cam shafts are driven from the crankshaft by a roller chain. The engine drive to the generator is through a torsionally flexible coupling.

The pistons are of aluminum alloy and the connecting rods are H-section drop forgings of alloy steel. The connecting-rod big-end bearings are cast directly into the rods. The main bearings of the crankshaft are removable liners.

The electrical equipment, consisting of a generator, traction motors and control, were designed for this particular power plant. The generator and control apparatus were manufactured by the Westinghouse Electric and Mfg. Co., while the traction motors and air compressors are of General Electric Company manufacture.

The generator, rated at 425 kw., is directly connected to the engine. This generator carries a built-in exciter so

designed that the current demand of the traction motors regulates the amount of generator voltage in such a manner that the load on the engine is constant at any car speed, and solely under the control of the engine throttle. The two 300-hp. traction motors, mounted on the front truck and geared to the wheels, are of a new, roller-bearing type, incorporating features of design necessary for the high speeds at which this train will operate. Cooling air for the traction motors is carried to the motors through a special air-cleaning and ventilating system which assures air being forced through the motors at all times.

The streamlined characteristics of this train necessitated the development of a cooling system which differs radically from the conventional type heretofore used on motor cars, as it was no longer possible to locate them on the roof of the car. The system developed for this car provides for the radiators being located below the engine-room roof. Air is brought in from the front of the car through a duct, as far as the partition dividing the engine-room from the operator's cab. At this partition, two fans, driven by the engine, force air into the engine-room under sufficient pressure to pass it out through the radiators. This treatment of the air assures a minimum disturbance of the air stream past the train, a thoroughly-ventilated engine-room, a cooled exhaust, manifold and an immediate dilution of exhaust gas as it leaves the exhaust stack.

The water for the engine-cooling system is kept in a tank in the rear of the engine-room and in the engine jackets themselves. Thus, when the engine is stopped, the water drains from the radiators into this tank, affording protection against freezing in cold weather. A feature of the engine cooling system is its freedom from excess piping.

Fuel is lifted from the fuel tanks to the carburetors by means of a motor-driven fuel pump, with a return system for returning excess fuel to storage tanks. The system uses Exide-Ironclad MVAH-17 storage battery, furnished by the Electric Storage Battery Co., consists of 32 cells arranged in two groups of 16 cells each, connected in series and furnishing current at 64 volts, the voltage of the lighting and auxiliary power circuits.

A special auxiliary generator of Winton design, driven from the end of the main generator shaft and having a maximum capacity of 25 kw., is used for charging the storage battery, which in turn provides power for all control, car-lighting, ignition, heater, motors, pumps, air-conditioning, etc. The voltage of this auxiliary generator is constant at all speeds, including idling. A 7½ kw. Kohler engine-generator set, mounted in the baggage compartment, furnishes





THE CHICAGO ELECTRICAL MAINTENANCE SOCIETY VIEWS THE TRAIN OF TOMORROW.

power for battery charging, heating, cooling and lighting when the main engine is shut down for any extended period.

The lubricating oil for the engine is supplied by a twin-gear pump which is a part of the engine. One section of this twin pump takes oil from a storage tank and delivers it into an oil passage in the cylinder block, from which it is carried to every working part of the engine. The pressure in this oil passage is used to open the engine throttle so that the engine cannot be operated above idling speeds without sufficient oil in the lubricating system to prevent damage to working parts.

The engine control consists of an engine throttle directly under the operator's hand. The transmission control consists of a master controller located directly under the engine throttle. This master controller directs the movement of electric and air-operated contactors and the reverser controlling the connections to the two traction motors for forward and backward motion of the car.

In the operator's compartment are located the various gages, such as air brake, engine temperature, G. E. speed indicator, etc., so that the operator may be familiar at all times with the exact functioning of all parts of the power plant. An electric buzzer system affords communication between the train crew and the operator.

#### Air-Conditioning and Ventilation

An air duct is carried throughout the train on each side below the floor line, and there is also a central ceiling duct throughout the train, all of these ducts

being connected between the cars by flexible bellows. Heat is obtained by passing air through the radiators of the engine, this air being forced by blowers through the floor ducts, there being a radiator outlet at each seat. Air is exhausted through a corresponding opening in the ceiling duct so that a definite circulation is obtained at each seat unit.

Two oil-fired hot-air furnaces, supplied by the Vapor Car Heating & Lighting Co., are installed, one on either side of the baggage compartment, being designed to heat the train under all conditions, should there be a failure of the heat from the engine radiator. They also provide heat for the cars at terminals or in the yards when the engine may not be operating. These oil-fired heat-generating units weigh 580 pounds each and, at a rate of 1,250 cu. ft. per min., have a capacity to deliver up to 135,000 b.t.u. per hour. The overall dimensions of each complete unit, as installed, are 19 in. wide by 40 in. high by 38 in. long, including the floor space required for the oil burner. Each complete unit comprises a combustion chamber, special radiator, or heat exchanger, smoke hood with stack switch and smokestack with draft adjuster, and the oil-burner equipment. This gun-type burner, with electric ignition and directly-connected pump and fan, is arranged for burning distillate oil at pressure from 80 to 160 lbs. under the control of an adjustable pressure regulating valve. Adjustments of both the oil pressure and the air supply are easily made while the burner is in operation. The burners are designed to be operated with either d.c. or a.c. current and, in the former case, have motors which also

generate a.c. current, stepped up by a transformer to approximately 10,000 volts for ignition purposes.

Heating thermostats are provided, one on each side wall of the second car, with three tubes each for low, medium and high temperatures controlling the operation of the oil burners for the corresponding side of the train. A thermostat on the switchboard locker side of the car contains an additional tube which automatically controls the motorized dampers, admitting heat from the engine-room. Temperatures are similarly controlled in the mail compartment of the first car and also in the third car. All heating thermostats operate through relays mounted on a control panel located in the baggage compartment of the first car; and these relays, in turn, operate either the motorized dampers or oil burners.

The air-cooling system, with a refrigeration capacity equivalent to the production of 7½ tons of ice in 24 hours, is an adaptation of the Pullman mechanical system to the special requirements of the U. P. three-car train. A Freon compressor, made by the General Refrigerator Co., Beloit, Wis., is driven by a direct connected Louis Allis 12 hp. d.c. motor. This power unit, together with necessary air-cooling equipment, is installed in the baggage room. For cooling the cars, the direction of circulation of the air is simply reversed from that used in heating, the cold air being discharged from the central ceiling duct and exhausted through the two floor ducts.

A cooling thermostat is located on the side wall of the second car, with three

(Continued on page 182)



# Labor Men Appraise NRA and Beyond

**W**ILLIAM ENGLISH WALLING for years has been an unofficial and influential spokesman for American labor. He was an economic adviser to Samuel Gompers and collaborated with Mr. Gompers on a number of books. He entered the practical field of labor economics via the university route where he distinguished himself with writings on socialism and in the literary field. He always has had opportunity for wide reading, wide contacts with people and for travel, and it has made him a lively, earnest and often dogmatic exponent of ideas and intellectual positions. He has chosen since the demise of Mr. Gompers to associate himself with Matthew Woll, a vice president of the American Federation of Labor, in formulating public policies.

His last book just issued by Harper and Brothers bearing the authorship of Mr. Woll and Mr. Walling is "Our Next Step—A National Economic Policy" (Harper & Brothers, Pub., New York City, \$2.00). The book is not a brilliant outpost in economic thinking, but gathers its significance from the fact that it probably represents how far conservative leaders in the American labor movement have moved from positions hitherto held. The book has value also because it represents an immediate practical program for the United States in the present trend. Its weakness lies in it has not made an incisive analysis based on first-hand experience with NRA in its relationship to labor.

## Capitalist Rule Ended

Mr. Walling and Mr. Woll take the position that the domination of the economic structure by capitalists is rapidly approaching its last days not only in the United States but in most countries. They believe that NRA and the New Deal have begun a necessary social change which must now, if successful, eventually come to a definite settled economic policy, the aim of which is to raise at every point the general standard of living. Every labor person will of course respond to this essential and recognize it as labor's chief contention of the last 50 years, namely, that prosperity must rest upon maintained purchasing power. Mr. Walling and Mr. Woll feel that to return merely to the prosperity of 1926 and 1927 is not enough. The purchasing power of the masses must be raised beyond the former level and must absorb a larger proportion of the nation's income. They fix the responsibility for the crash of 1929 upon those guiding the economic machine. They declare that they failed to recognize that the power to admin-

## Walling in collaboration with Woll presses for a national economic policy.

ister the means of production and exchange is a social function.

They set down certain definite goals of attainment, which when taken together form a national economic policy:

1. Development of the maximum possible mass purchasing power at the expense of profits and dividends, interests, rents, and other forms of unearned increment.



2. The adoption of credited income and inheritance, excess profits and luxury taxes.

3. The improvement of the standard of living for the masses.

4. Federal licensing of all corporations so that the government may obtain full knowledge about these corporations and about excessive profits.

5. Full protection of the investor.

6. Use of the full power of government over the credit structure.

7. Formulation of a credit policy founded upon the first essential aim of the nation, namely, the welfare of the masses.

8. Proceed on strictly national lines and set up if possible, even at a loss, industrial facilities which in some cases must be inferior to those of other nations.

9. Halt the exports of American capital to foreign nations.

10. Maintain a sharp supervision of wages so that real purchasing power will expand as hours are shortened.

11. Set up a strict reporting system on employment and unemployment so that unemployment may become the barometer of American business.

12. Group and national planning.

This formulation of national aims

may be summarized, say the authors, by a statement of Senator Wagner of New York:

"If the average individual's annual income is increased by \$1,000, the national income would be higher by \$40,000,000,000. Can we not set that down as our task and immediate objective to be obtained within six years? The accomplishment of such a project would still not mean luxury for the average wage earning family. It would simply make possible a little better housing, a trifle less drudgery for the housewife, and a little more schooling for the children."

This is not a realistic book. It does not analyze the terrific forces that are arrayed even against any such moderate program as is laid down by Messrs. Walling and Woll. We believe the book would be greatly strengthened if the forces in reaction could be analyzed and labor and the social-minded public brought to see what they must do to bring into being a new social order such as is implied by the national economic policy outlined by these authors.

I was passing along the street when a beggar, a decrepit old man, stopped me.

Swollen, tearful eyes, blue lips, bristling rags, unclean sores. \* \* \* Oh, how horribly had poverty gnawed that unhappy being!

He stretched out to me a red, bloated, dirty hand. \* \* \*

He moaned, he bellowed for help.

I began to rummage in all my pockets. Neither purse, nor watch, nor even handkerchief did I find. \* \* \* I had taken nothing with me.

And the beggar still waited \* \* \* and extended his hand, which swayed and trembled feebly. Bewildered, confused, I shook that dirty, tremulous hand heartily \* \* \* "Blame me not, brother; I have nothing, brother."

The beggar man fixed his swollen eyes upon me; his blue lips smiled—and in his turn he pressed my cold fingers.

"Never mind, brother," he mumbled.

"Thanks for this also, brother.—This also is an alms, brother."

I understood that I had received an alms from my brother.—"The Beggar Man," by Turgenev.

Distinguished beauty, brilliant talents, and the heroic qualities that play a more or less important part in the affairs of life, sink into a comparatively minor place among the elements of married happiness. Marriage brings every faculty and gift into play, but in degrees and proportions very different from public life or casual intercourse and relations. Power to soothe, to sympathize, to counsel, and to endure, are more important than the highest qualities of the hero or the saint. It is by these alone that the married life attains its full measure of perfection.—W. E. H. Lecky.



# Utility's Company Union Exposed

JOSEPH PADWAY, for many years general counsel for the Wisconsin Federation of Labor, appeared before the National Labor Board in March to speak for the labor unions organized in the Milwaukee Electric Railway and Light Company, a subsidiary of the North American Power Company.

E. J. Brown, of Local Union No. 494, Milwaukee; Dan W. Tracy, International President, and G. M. Bugniet, International Secretary, International Brotherhood of Electrical Workers, also appeared. A decision made by the National Labor Board provided for setting up a board of review, and for collective bargaining.

Mr. Padway's testimony became a document in the company union policy of utilities:

"These unions commenced to organize union employees in other various crafts sometime in September, 1933," he declared.

"Promptly the street car company commenced an anti-union campaign taking on various forms of discrimination, coercion, etc., which I will explain later.

"In November the unions called attention to some of these discriminatory and coercive acts to the Chicago Regional Labor Board. The board set a hearing for January 6, 1934. A second hearing was held February 16, 1934.

"At these hearings request was made for a vote by the bus operators, electrical workers, and operating engineers; request was also made for a cessation of intimidation and a reinstatement of discharged employees.

"In the meantime a suit was commenced in the circuit court of Milwaukee County to restrain the company from interfering with the unions' right to organize. The E. M. B. A., the company union, set up as a defense a contract with the T. M. E. R. & L. Company and sought removal to the federal court. This was denied. An appeal has been taken and for the present the proceedings are at a standstill.

## Men Goaded to Strike

"Things were moving slowly; the coercive acts of the company were becoming more distasteful to the men; and Friday, March 2, a meeting was held. The men would hold back no longer. At 1:30 a. m. a strike was voted unanimously to take effect at 4 a. m. March 5.

"This strike would have tied up the street car service in a city with a population of 800,000, and would have cut off the light and power service. Saturday night Mr. Jacobson, of the Chicago Board, together with Mr. Donaghue, of the National Board, held conferences with our union representatives seeking to call off the strike. Sunday morning further conferences were held. Mr. Lowe, of the National Board, came to Milwaukee; the three board representatives conferred with the officers of the

## Milwaukee case before National Labor Board exhibit No. 1 in policy of North American Power Company. What is coercion?

street car company. Sunday noon a telegram was received at the offices of the union from Senator Wagner, asking that the strike be withheld, informing us that the National Labor Board had taken jurisdiction, and requesting that neither side take summary action. In



JOSEPH PADWAY

General Counsel, Wisconsin Federation of Labor. He has ably aided labor men for nearly a score of years.

compliance with the telegram a meeting was held Sunday night at which 200 union committeemen were present. Discussion was had until 1:30 a. m., and it was unanimously voted to honor the request of the National Board and withhold the strike.

## Company Union vs. Real Unionism

"After the passage of the NRA, a number of employees of the T. M. E. R. & L. Company came to the unions and applied for membership. The unions then took to organizing in the usual manner, first by calling small meetings, then larger meetings. When the unions felt they had a fair-sized number of applicants and members, the representatives made known that they had been selected to represent these men, employees of the company. The company informed the unions that it had a union

of its own, known as the E. M. B. A.; that it collectively bargained with the E. M. B. A.; that it would not recognize the A. F. of L. unions; and that it has what may be termed a closed shop contract with the E. M. B. A.

"This position was reiterated before the board at Chicago and was accompanied by a written statement, signed by the company's president, and filed with the board.

"Addressing myself to the first proposition that this company union so-called is not a union and is not constituted to effectively bargain for its employees, I desire to call to the board's attention the history of the E. M. B. A., and how it came into existence.

Organized in February, 1912.

The Purposes: Purely a welfare organization; no more resemblance to a labor union than K. C. or Masons; a fraternal lodge and nothing more. Nowhere is collective bargaining mentioned.

Purely a welfare department of the E. M. B. A. The incorporation was more or less for the separate control of funds.

That it was intended as a welfare organization only, manifest from method of electing directors: 24 elected.

Membership. The company was a member. Permanent employees members. Cessation of employment forfeits membership. Provides for payment of \$1 by every member. Provides company shall pay same amount and receive a certificate for each \$1 paid in.

"This was the arrangement from February, 1912, to January 1, 1934.

"Supplementing these articles were by-laws providing for the election of board of directors; 16 to be elected by the employees; 8 to be designated by the company. The directors elected the officers. The company, therefore, had a stronger control over the organization. It had equal and more voting strength.

## Rebuilt Benefit Group

"After passage of the NRA and adoption of the transit code and activities of labor unions, the company evidently saw that its organization in existence for 21 years had to change. It decided to amend and change its articles of incorporation. It did so by eliminating its own right to appoint directors and its voting privileges.

"It now, for the first time, speaks of collective bargaining, but does not improve matters any. It still provides that a secretary and treasurer may be executives of the company. It still does not permit the membership to elect its officers. That is done by the directors. It still gives the board of directors the

(Continued on page 183)



# Death Curve Lower Due to Jobless

THE Research Department of the International Brotherhood of Electrical Workers has made the annual analysis of deaths by accident and occupational diseases in the union. The outstanding fact is the remarkable uniformity of the death curve. Lower in 1931, 1932, and 1933, yet the fall is accounted for by widespread unemployment.

## Record of Accidents and Deaths By Occupational Diseases For International Brotherhood of Electrical Workers

1922				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	23	7	1	31
Falls (fractures, breaks)	9	4	—	13
Burns (explosions, etc.)	4	—	—	4
Miscellaneous (drowning, vehicular)	3	5	3	11
Tuberculosis	9	18	6	33
Pneumonia	3	11	3	17
Total				109

1923				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	12	10	7	29
Falls, etc.	5	7	—	12
Burns, etc.	3	3	—	6
Miscellaneous	6	11	—	17
Tuberculosis	7	19	5	31
Pneumonia	5	14	1	20
Total				115

Analysis made by Research Department indicates that hazards remain the same for electrical workers. Number of deaths fewer, but exposure due to unemployment is much less.

1924				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	29	11	5	45
Falls, etc.	13	11	4	28
Burns, etc.	4	1	1	6
Miscellaneous	2	7	2	11
Tuberculosis	5	22	1	28
Pneumonia	7	23	—	30
Total				148

1925				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	30	8	2	40
Falls, etc.	12	7	2	21
Burns, etc.	3	—	—	3
Miscellaneous	1	8	—	9
Tuberculosis	9	23	4	36
Pneumonia	4	15	1	20
Total				129

1926				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	22	8	3	33
Falls	11	9	4	24

1927				
Inside				
Linemen	Men	Misc.	Total	
Burns	2	—	1	3
Miscellaneous	1	—	1	2
Tuberculosis	6	22	2	30
Pneumonia	9	21	—	30
Total				122

1928				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	22	5	—	27
Falls	9	11	1	21
Burns	6	2	—	8
Miscellaneous	—	1	—	1
Tuberculosis	9	16	4	29
Pneumonia	6	16	—	22
Total				108

1929				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	24	7	3	34
Falls	11	11	4	26
Burns	1	—	—	1
Tuberculosis	6	23	2	31
Pneumonia	8	22	6	36
Total				128

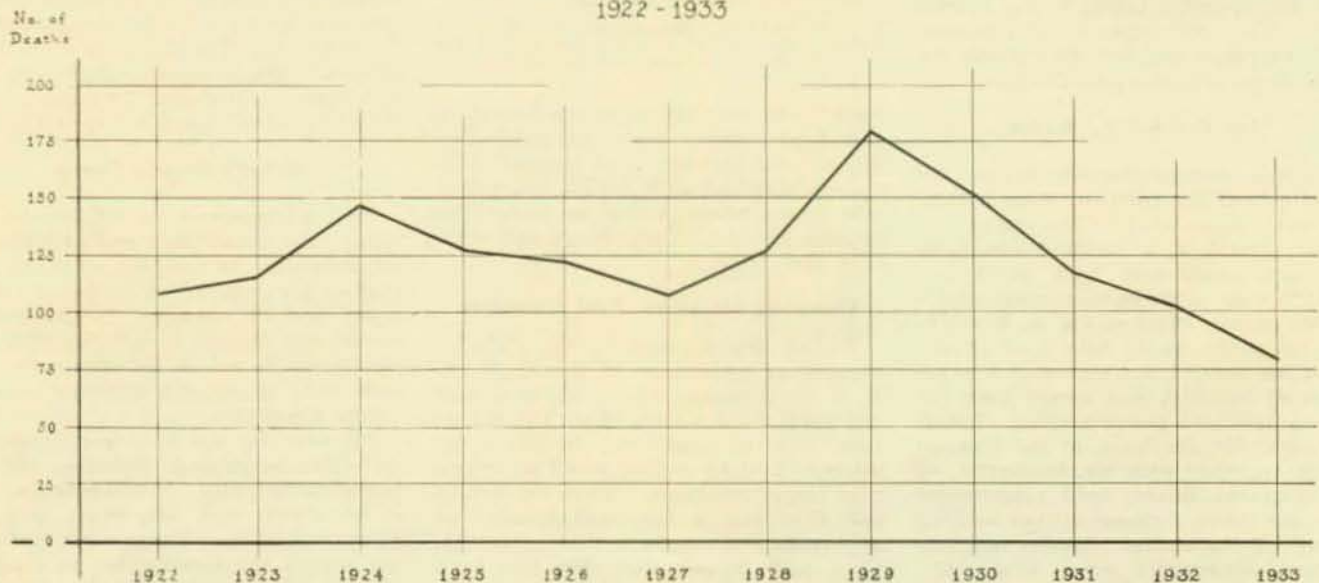
1930				
Inside				
Linemen	Men	Misc.	Total	
Electrocution	26	4	1	31
Falls (fractures, breaks)	15	10	2	27
Burns (explosions)	7	1	—	8
Miscellaneous (drowning, vehicular)	5	20	3	28

(Continued on page 184)

## DEATH CURVE DROPS DUE TO JOBLESSNESS

DEATHS OF IBEW MEMBERS CAUSED BY ACCIDENTS AND OCCUPATIONAL DISEASES

1922 - 1933





# Transmitter Is Both Music Box and Engine

By GROVER WIZEMANN

THE word "monitor" is one of the contributions of wire telephone practice to broadcasting. Its technical meaning is to listen to what is going over a circuit for the purpose of making adjustments. The principal one of these adjustments, in broadcasting, is the regulation of the amplification, or "gain".

Skillful broadcast monitoring is an art in itself. The necessity for it arises through the fact that radio transmitters cannot be built, at the present stage, to accommodate the extreme ratios in volume of many musical performances. The energy emitted by a symphony orchestra, going full blast, with the conductor sweating like a stevedore and all hands sawing, thumping, and blowing to the maximum capacity of their instruments, is in the ratio of 1,000,000:1 to a few of the pieces playing pianissimo. This does not faze musicians a bit, but it gives an engineer the willies. The power ratio of machines—the ratio of the maximum power which the machine can handle effectively to the minimum—is as a rule quite low, probably not more than 10. One cannot build a machine which will have the power of a locomotive, when that is required, and which in the next second can be used to crack nuts efficiently. If it is a good nutcracker, it will not be an adequate locomotive, and if it is a good locomotive it will be lamentably wasteful as a nut-cracker. This is from the standpoint of the engineer as a manipulator of energy—raw horsepower. But a broadcast transmitter is not a mere engine. It is a combination of musical instrument and machine. So a compromise becomes necessary. The energy ratio remains large, say of the order 1,000:1, but even so it is only one-tenth of 1 per cent of the original. The reproduction is not perfectly natural, but it sounds better than it would if the 1,000,000:1 ratio were the basis of operation. In that case the low portions would drop below the noise level, with the result that portions of the performance would be lost altogether. By ironing out the peaks and faint passages to this extent the ultimate quality of reproduction is at its best.

## Manual Touch, A Thing

This 1,000:1 reduction in ratio is accomplished manually. Of course, in many types of music the actual original ratio is much lower than a million to one, and in that case the reduction should be correspondingly modified. The object of the competent control engineer always being to leave the original alone just as far as the load characteristics and noise level of the broadcasting medium will permit.

Low power broadcasting stations, in order to keep a good signal on the air, will generally run a high gain most of

**Art of monitoring explained by radio broadcast technician. Is this skill? Yes, of dual character, which makes or breaks programs.**

the time in order to deliver an adequate output. This means that the level of the pianissimo will be brought up higher, thus compressing the music into a smaller volume range. It is all a question of how much it is necessary to compress the volume range to cover the territory served by the station. The engineer in charge, knowing the conditions involved, should be able to put an operator aright regarding the amount of compressing to do.

Some stations have charts instructing their operators how high to permit their volume indicator needles to peak, also how often. We can't always get a maximum peak when we want it but some types of music peak more frequently and more violently than others and the chart is made up so as to cover percussion, string and wind instruments, vocal, speech, etc., the percussion instruments being kept somewhat lower in gain than the rest.

## How to Do, How Not to Do

There are, in general, two types of incompetent control operators. The first is careless; he "lets it ride." Some-

times he lets the level drop so that no one on the outside hears anything, and at other times he allows overloading and distortion to mar the performance. The announcements are too high or too low with respect to the music. They should be slightly above the average value of the music, say 60 per cent amplitude. The second type of undesirable control operator is the one who irons out the modulation so much that most of the contrast is lost. This fellow constantly pulls down the gain when the music is loud, for fear that it will overload and brings up the pianissimo passages so that the listeners will be sure to hear them. He can't do much damage to the performance of a jazz band, but heaven help the station which lets him loose on a symphony orchestra. A good gain regulator is like a good fighter; he always has something in reserve. He is unlike a fighter in this; he seldom moves fast. Jerky manipulation of the gain is out of order. The movement should be smooth; the only abrupt changes in the music should be those which the composer wrote into it. Of course, the whole thing can be gauged better by one who knows the music being played. He can look ahead and give a more finished performance than the man who has no idea of what is coming next. The gain control should not be moved except when necessary, and then its movement should never be neglected. A good control operator knows WHEN.

Different sores must have different salves.



TELEGRAPH TRANSMITTERS IN RADIO STATION WCFL.



# Local Unions Have Large Responsibility

By WILLIAM F. SHEEHAN, L. U. No. 103, Boston

**O**VER the top with President Roosevelt is the slogan of every well meaning resident of this country. Out of the trench of depression and misery is the aim of all. Rich and poor, employer and employee, citizen and foreigner, old and young, educated and illiterate have taken up the slogan and are co-operating in the hope that the solution of the problem is at hand and that adherence to the path laid out by our President will bring us to the desired goal.

The part assigned to the unions of this nation is an important one and failure on our part to carry it out to its fullest would mean that we were not the important factor in this nation's life that we have claimed to be. The decision by President Roosevelt that union participation in recovery program was not only necessary but was to play an important part was one of the greatest tributes ever paid to such an organization. This decision has stunned some anti-union men but has been hailed as one of the boldest and most decisive steps taken by any government by all open-minded thinkers. It has placed solidly behind the President's plan the greatest organized group in the country. This group will not fail the President nor will it allow anyone to truthfully say that his confidence in the unions of this nation was misplaced.

## Every Union Man Must Act

The burden of carrying out this mandate will fall on the shoulders of every individual who carries a union card. To the officials in the International Office is given the tremendous task of planning a program and a policy that will meet with the approval of the federal authorities, the consumers of our wares, the contractors and the members of the various locals. This is a herculean task but the feeling of the rank and file of the organization is that they will come through with flying colors. Theirs is the duty to instruct the officers of the various locals and to keep posted on the changes that will affect this organization. They must not only follow the electrical industries, but all other industries to protect our interests no matter how trivial it may seem to the casual observer.

The real test of our ability to carry on will come when the work is passed on to the local unions. Each local can carry on as its members decide by their actions. We can be a passive local or a militant local depending on our attitude to the problem. We can be participants in the "over the top" campaign or we can be slackers. We can be either hot or cold in this drive. There is no middle path this time. You're either for or against the drive. How will your local be listed when the checked list is made up at some future date?

**Member lucidly plots out spheres of labor for all concerned in the great tasks ahead. Believes herculean job can be accomplished by co-operation.**

The officers of each local union have duties to perform which will do much to put this drive over the top. Co-operation with the International Officers and the carrying out to the letter of the plans of the head office. The winning of the confidence of the members of their own local by entering into this work with some show of enthusiasm and confidence in its ultimate good for all. The co-operating with local committees in

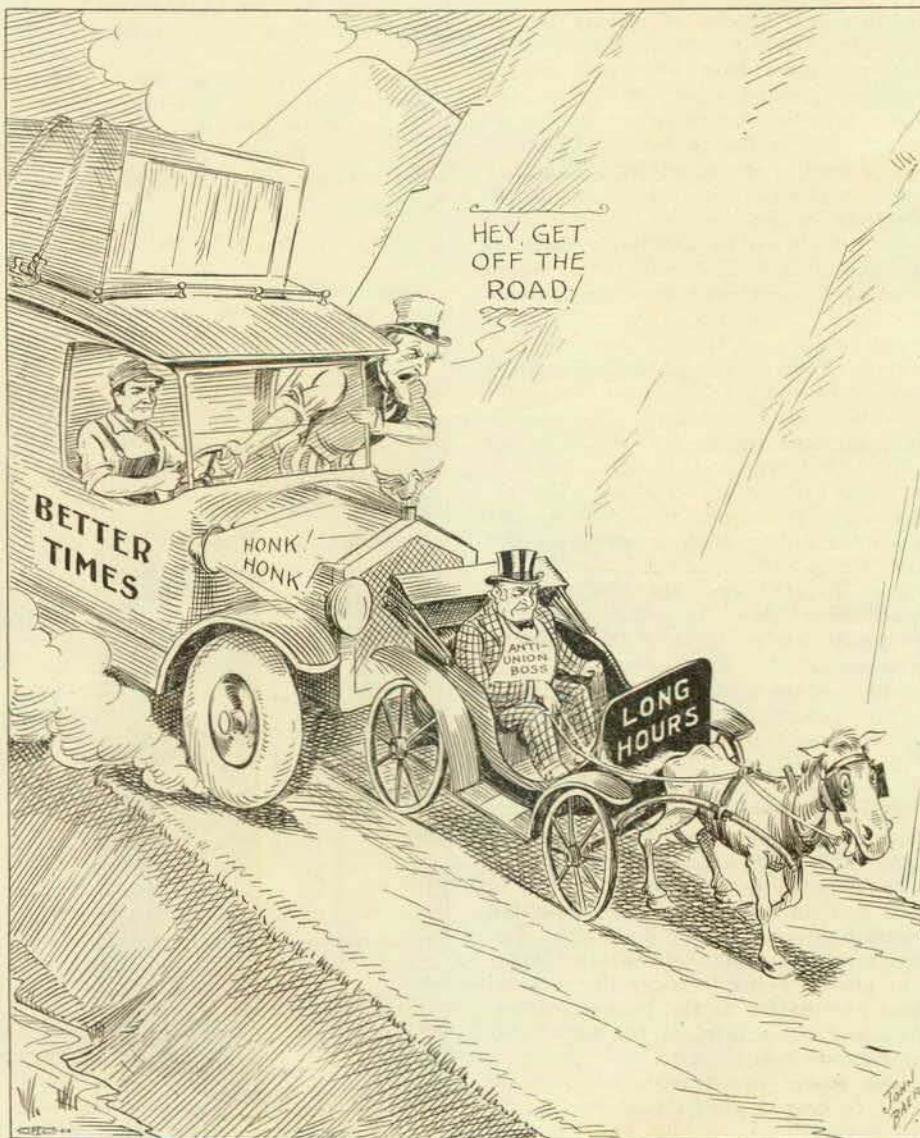
this work and the reporting of the progress made to the members will do much to put the drive over. They have sworn to carry on the duties of their respective offices and should do so in a sober and business like manner. The eyes of the community are on the officers to see how they stand up under pressure.

## Privates In Army Vastly Important

The lay member of this Brotherhood has the most important part in this drive. He must take orders from the officers and not question the wisdom of them. He must remember that we can't all be leaders and that the decisions rendered by our leaders will be those that will benefit the greatest number and that the success of this drive will only be assured if we follow the leaders'

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## Horse and Buggy Employers





# Bosses in Unions Fight Labor Unions

By THEO. FIGENTZER, L. U. 108, Tampa

**W**HY do the industrialists want company unions? Why not let the employees organize and affiliate with the international union of their respective trades? The answer to this is simple. The industrialists know the power there is behind an organization of this kind, especially a union of organized labor. They know this because they belong to unions, but their organizations are not known as unions, as that name is too vulgar and uncouth for them; their organizations are called associations, institutes, societies, chambers, or boards.

There isn't a large manufacturer or an industrialist in the country who does not belong to a union. Through these he is able to control prices, competition, and even the quality of the product. Here it is where he learned the value of union and its strength.

The industrialists then organized their employees into benefit associations, clubs, or any other form of organization to the particular firm's needs. These various forms of organizations are what are now commonly called company unions. The employees are told that all grievances will be taken up through this organization; questions of wages, working conditions, hours, etc., will be brought up by the employees in the same manner. The officers are nominated and elected by the employees, but the ones finally nominated to run for office are really named and chosen by the industrialists themselves.

These men present the grievances, agreements, etc., to the officers of the firm for the company union, but usually in an altered form from that acted upon at the meetings. Even if these forms were brought up at the meetings, it would be safe to say that the employees are afraid to express their opinion due to the fact that the industrialist has planted so-called stool-pigeons in these unions to relate everything that has been brought up at the meetings if it is contrary to the ideas of the firm, the persons expressing these opinions find themselves out of employment. In this manner the company union is controlled by the industrialist himself and not by the employees.

## Unions For the Boss

Now, were these same employees to be organized into a local union of an international organization they would become independent of the industrialist, their demands would be presented as they themselves want them and for their own benefit and not as others would like to have them. Is it any wonder that the industrialist will fight for the company union when it means just what the name implies, a union for the company and not for the employee?

Organized labor is for the benefit and welfare of the employee; it seeks to establish and maintain a deserving standard of living for the worker; it seeks to

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**Worker, who knows whereof he speaks, describes coercion used by employers to control men.**

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put him upon a standard whereby he can enjoy health and happiness and educate his children; he is entitled to these things in life as well as is his employer.

Is a man to be considered or made a slave because he uses his hands or hires out his services, to earn his daily bread for himself and his family? NO! He is entitled to a fair share of profit as well as his employer. By profit I mean a respectable wage so that he is not dependent upon others for aid, even when he is employed.

Today the industrialists are afraid of losing their grip upon their employees; they feel themselves slipping and are making a desperate fight to keep their employees in a grip of steel, pull them down and stamp on them.

In firms where the employees have decided to vote on whether or not to keep the company union or become members of organized labor, the firm has been and still is putting every obstruction in their path that they possibly can. The employees find injunctions issued to prevent them from becoming members of organized labor or even of talking thereof.

I know of a case where a large power company wants every member of the E. M. B. A. to vote whether the company union is to represent them or whether they become members of organized labor. This has even been taken to court and will probably be taken to still higher courts, especially if the power company loses, as they want to continue to dominate their employees.

Now, why should an employee not representing a particular trade vote whether or not he becomes a member of a particular trade union? Organized labor puts forth the argument that clerical employees are not interested in that question as they are not tradesmen, therefore should not vote on this question, but the power company states they should vote. Why? Well, it can easily be seen that there are more clerks in its employ than there are tradesmen, and the clerks can easily be instructed and filled with propaganda on evils of organized labor. They know they will be out of employment if they don't vote as they have been instructed, therefore they can't make a mistake in voting.

## One Group Against the Other

The clerks will outnumber the electricians, engineers, firemen, steamfitters, etc. Thus the E. M. B. A. will continue to supposedly represent the employees when in reality the officers are selected by the firm itself. The industrialists know that their pet organizations are

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Rice and Watkins Photo

These great machines would not run a minute if bosses tried to ignore scientific laws. Yet bosses build up company employee organizations in complete disregard of human psychology.



# JOURNAL OF ELECTRICAL WORKERS

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Devoted  
to the  
Cause



of  
Organized  
Labor

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## Observations On the Auto Settlement

Monopoly or quasi-monopoly for big business. Free competition for labor organizations. This is the decision reached by the Recovery Administration. But if this were to be the decision, it certainly, in all fairness should have been announced in June, 1933. NRA did not hesitate to prosecute with all vigor the first half of the program, namely to grant open-price privileges to trade associations, price-fixing, and widespread co-operation, forced when necessary. It negligently left labor to limp along in the hazy limbo of forgotten men until March, 1934. Then under the lashings of a strongly organized business class, the decision of free competition for labor organizations was announced.

If the decision had been fairly rendered in June, 1933, the company union would not have been much in the picture, for it was only because big business was negligently and illegally allowed to organize overnight company unions during the intervening nine months, that the company union could be pushed forward as a claimant for recognition.

The National Industrial Recovery Act was rigged on the basis of a bargain. Big business was to get monopoly privileges. Labor was to get organization privileges. Big business has collected, labor has not. Perhaps this is what a high-up in NRA meant when he said, "We have got labor right where we want it." However, problems are never solved upon any basis but justice.

## Labor Management

If free competition for labor organizations is to be the national policy, a premium is to be set upon labor management. No one needs to be fooled by this set-up, it is as plain as tomorrow's business panic. That labor union is to be successful, and is to endure which can muster the greatest collective intelligence, foresightedness, courage, and general all-round ability. Swivel-chair management, mere stubbornness, secret political manipulation, and other methods will continue to count, but not so much. Labor management will have to partake more of engineering, salesmanship, and science, research and knowledge, and less of pressure politics. Above all else, oldfogyism, worship of precedent, past methods, mere experience will have to give way to intelligence, thought-out forward planning, and industrial statesmanship.

## Company Union Joke

Working men are not fooled by company unions. None of them are. They see them for what they are—hypocritical substitutes for real organizations, as affronts to manhood and intelligence.

Economists who have entered the national arena as "experts" and "technicians", who favor company unions, describe them as independent groups—and when pinched for explanations define the quality of independence as pertaining to those qualities which free unions have. In short a good company union is one most like a free union. But suppose there were no free unions, what group would set the standard? The danger to our national life is that the standard-setting labor union will be so hemmed in by the un-understanding state, and hostile big business—that standards of organization will crumble.

The National Industrial Recovery Act, with its underlying philosophy, for which the NRA takes credit, and almost boastfully vaunts its achievement, was borrowed from American labor. For its entire half century of life, organized labor in America has declared that prosperity was dependent upon a maintained, continuously lifted purchasing power of the worker, and has worked for that end. In a very true sense it is correct to say that without American organized labor, there would be no NRA. And yet NRA wishes to move to forestall the ever-widening influence of free unions by backing weak substitutes. This is a real danger to national well-being. In the next crisis some years hence, America will be weaker for the decision made by NRA.

The greatest asset America has is a free labor movement, free to speak, act, and to strive for reform. To strike at it is bad statesmanship.

## What Is an Industry?

What is an industry? The 375 codes—each contains the definition of an industry. What is it? Take the radio broadcasting industry. It is composed of about 500 employers, 11,000 employees, and 17,000,000 consumers. Let the industry is defined in the code as a collection of 500 employers. The 11,000 employees are not legally considered as a part of the industry, and the 17,000,000 owners of radio receiving sets, with an investment of billions of dollars, many times more than the employers, are not legally concerned as a part of the industry. This is the brave work of Donald Richberg, Blackwell Smith and their staff of 60 lawyers guiding the destinies of NRA. An industry is the owners—nothing more. The workers who toil to produce the products; the consumers who pay to make the show go—they have no legal part in the industry—only property, and property-owners are to be respected.

This is just the opposite to the concept of industry as a unit of social production. It is narrow, medieval, and dangerous—dangerous to orderly progress of reform.

**Youth** A veteran in the labor and socialist movement of Austria is traveling in America. He is holding up to all who will listen a tragic finger of warning. He declares that Hitler won in Germany, and Dollfuss in Austria because labor neglected youth. While the honest, brave and well-intentioned elder statesmen, with complete sacrifice, de-



voted themselves to running the show, the dictators stole the allegiance of the boys and girls. They did it with gaudy appeals, it is true, but they did it—with red-fire, flags, marching, uniforms, band music, and a cause. It gives American labor something to think about. Is the American labor movement finding a hospitable place for young men and women in its ranks? Is it offering a real place of activity, and is it making itself attractive to youth?

**Unclean Hands** The group of business men with the most influence at Washington are the associated manufacturers. These are by temperament, tradition, philosophy and self-interest most opposed to NRA, yet they are rewarded for this opposition by concessions profitable to them, and damaging to the nation. They come into court with unclean hands. They have opposed every decent social reform for a generation. Child labor was never too raw for them. Curtailed hours for workers were anathema. High wages were a joke. Profiteering was a philosophy. Yet this group, hoping and praying that NRA may collapse, are accorded the preferred places, the preferred concessions, the inside track. Yea, verily, them that has, gets.

**Drug Act to People** It looks as if it will be up to the persons most affected—the Marys and Johns of America—to secure the enactment of the new pure food and drug act (S. 1944). Public hearings have been held before proper congressional committees. Bitter opposition from interests now making money under the old act brought changes in the first draft, as prepared by the U. S. Department of Agriculture. Yet the proposed law is a great improvement upon the old. It will enable the federal government to halt many of the “gyp artists”, the fakes, and the frauds. The new bill is designed to protect women and children, the sick, the young woman who unwittingly chooses spurious cosmetics and all who are now being influenced by false publicity to pay good money for quack remedies. If these could make themselves heard in Congress, the bill would pass.

**Expose of Armaments Trust** One of the most talked of articles of the year is that published in Fortune magazine called “Arms and the Men.” Fortune, it must be remembered, is the premier magazine of big business and yet it has seen fit to expose the international gun powder trust—ruthlessly. Senator Borah has made this article occasion for denunciation of the war money-makers on the Senate floor. He said:

“Capone, Dillinger on the highway, are no more heartless and bloodthirsty than the man who builds up armaments in another nation for the purpose of sending his own people to the front that they may furnish the means by which to murder them.”

Labor groups in various nations have known for years that the armament makers have no country, that French armament makers sell to German war lords and German armament makers sell to French war lords. Senator Borah shows that the Bethlehem Steel Company in this country is part of the

international group of munition manufacturers. He goes on to say

“I have reached the conclusion that it would be about as absurd to turn the War Department or the Navy Department over to private interests as it is to leave the manufacture and sale of the instrumentalities of warfare in the hands of private interests. The influence of these interests is so very great that they can directly shape and dominate the policy of a nation toward war and away from peace. Yea, more, they can shape and dominate the policy with reference to budgets for armaments. So long as that is true—and it will be true so long as profits are made out of war; so long as war means vast gains, so long as vast corporations have the influence which they have, that will continue to be true, and the only remedy, in my opinion, is for the government to take control and dominate the manufacture and output of armaments, either naval or land. This can be brought about by the government manufacturing armaments or by adopting a policy of licensing under which the government could control the amount of armaments built and when and to whom they might be sold. This would involve our establishing our own policy and, if possible, extending the policy through treaty. In some way we should seek to eliminate profits in the matter of manufacturing the instrumentalities of warfare.”

**Public Character of Business** “The Constitution does not secure to any one liberty to conduct his business in such fashion as to inflict injury upon the public at large, or upon any substantial group of the people.”

This dictum, in the New York milk case, by the United States Supreme Court is destined to be one of the landmarks in American legal history. It put the final nail in the coffin bearing good old “laissez faire” to its grave. It makes milk a public utility. And it lays the foundation for classifying all business as public utilities. It is deemed the first step in making NRA constitutional by interpretation.

**Report of A Traveler** An American living abroad recently returned to the states. He had not been here for more than 18 months. He now reports that he found some surprising differences. First, he found renewed morale. Most of all he found a changed way of thinking and looking at American problems. Social feeling has spread, he says. The attitude toward banks and big business is not the same attitude that Americans knew two and three years ago. Faith in the President is astounding. For one thing men of all levels believe in the courage of Franklin Roosevelt. They say “he is not afraid of man, beast or devil.” This traveler believes, too, there is a new attitude toward labor and labor problems. All in all this is very significant—this report of a man who knows Europe as well as America. It means that the only revolution worth while may be taking place—a revolution in thinking. It is our own opinion that neither newspapers nor radio reflect the true state of mind of the American people right now. We have said elsewhere in this issue that the great masses are thinking beyond the business class, and if the business class succeeds in defeating the aims of the New Deal, it will only be temporarily. America is on the move.





# WOMAN'S WORK



## CODES DO NOT GIVE INDUSTRIAL RIGHTS TO WOMEN WORKERS

By A WORKER'S WIFE

**T**HE question of equal pay for men and women workers who do the same work is a very serious one, and NRA codes have not solved it, in fact, in many cases, they have actually legalized a sex differential in pay, according to Miss Elizabeth Christman, secretary of the National Women's Trade Union League.

In the recent "field day" for NRA when criticism was asked for and heard, the Trade Union League sponsored a strong protest, against lower pay for women, in which it was joined by many strong national women's organizations including the American Federation of Teachers, the American Nurses' Association, the General Federation of Women's Clubs, the national board of the Young Women's Christian Association, the National Congress of Parents and Teachers, the National Consumers' League, the National Education Association, the National Federation of Business and Professional Women's Clubs, and the National League of Women Voters.

Nevertheless, since this time several more codes have been approved in which there is a lower minimum rate for women workers than for men. These include codes for such industries as the knitting machine, braiding and wire covering, needle division; industrial safety equipment; punch boards; vacuum cleaners, and railway car building. All of these industries do employ women; some employ a large proportion of women workers.

Up to March 15, out of 330 codes, 88 had written into them a straight differential in minimum wage for men and women workers; nine codes had a clause specifying a lower rate for "light repetitive work", a phrase which may be applied to many mass production processes employing women; and 16 codes specified that where workers were paid a lower rate than 40 cents per hour before July 15, 1929, they might now be employed at the subminimum rate of 32½ cents. "Such a large proportion of the workers affected by this provision are women that it is practically a discrimination against women," the League declares.

"One of the most glaring discriminations against women is contained in certain codes where women are given a lower rate for piece work than men receive for the same work," according to Miss Christman. "There is simply no logical reason why a woman should receive less pay for doing the same iden-

tical job that a man does. Of course there is some feeling that a man should receive a family wage, that he has more responsibilities than the woman worker, but surveys by the Women's Bureau have pretty thoroughly exploded this theory. Women workers do have family responsibilities; in many cases the woman is the only wage earner because her husband or other male breadwinners have not been able to find employment. Women have been drawn into industry and other paid employment in ever-increasing numbers. We believe that one reason for this has been the attitude prevalent among so many men, that women should work for less pay than men. Naturally employers, because of competition for profits, would take advantage of this and hire women in preference to men."

Census statistics show that there were in 1930, 5,500,000 women employed in industry—an increase of 1,000,000 since 1920. There are also about 5,000,000 employed in the professions and white collar groups. The increase in mass production has resulted in replacement of male workers by women, and at lower rates of pay. Naturally this has decreased the total of wages going into the pockets of workers.

The NRA has set a minimum wage of 40 cents per hour but when an exception has been allowed in the case of women workers and a subminimum rate permitted, it is a direct encouragement to employers to replace men by women workers. This, in turn, results in a lower payroll and means that the workers in this industry, as a group, have a lower buying power than though the minimum rate had been applied equally to men and women.

"A minimum rate," says Miss Christman, "should apply to unskilled workers, regardless of sex. If we had paid attention in the beginning to wage minimums in mass production industries, we wouldn't be in the mess we are in now. Because women could be hired for less they have been brought in to replace men and the level of wages has been decreased thereby. This very dangerous tendency has been going on for a long time.

"There is simply no use pretending that women work because they enjoy it. Very few of them are in a position to enjoy 'careers.' They work because they and their dependents have to eat, and live. If a decent family wage were received by men there would not be this continual forcing of women into low-pay

jobs. But you cannot get employers to replace women by men, and you cannot raise men's wages in mass production industries, so long as it is possible to employ women at a lower rate. For the sake of their own wage levels the men workers must join the women in asking for a minimum wage applied to all unskilled workers regardless of sex. I believe that even trade union men are not sufficiently aware of this problem.

"If we are to work side by side with them we must have teamwork. If we are to get purchasing power into the hands of consumers it must go to women, too. It is a burning shame that the government has been permitted to legalize a lower wage to women workers. There are 5,500,000 women in industry, but not more than 250,000 of them are organized. It is difficult to organize them when they feel they are being discriminated against."

The National Women's Trade Union League representatives have appeared many times at NRA hearings to protest against pay differentials based on sex. Where this differential has been written into the code, they will appear again to protest when this particular code comes up for a rehearing.

They have written to General Johnson asking him to confer with the 10 women's groups on this problem, and asking him not to allow more codes to be approved with a pay differential based on sex.

"The most serious aspect of these wage differentials for men and women" according to the League's statement, "is that although they are intended to be only a minimum, in actual practice the subminimum set for women becomes the average woman's wage, even though she is employed on a skilled occupation. In the paper and pulp industry, for instance, for the northern zone the code permits a subminimum wage rate for women of 33 cents, while the minimum for men is 38 cents an hour. There are about 10,000 women employed in this industry, many of them on jobs that require skill. Yet in the report prepared by the Paper Industry Authority in January, 1934, analyzing the labor statistics covering the first four weeks' period of operation under the code, it is shown that the average hourly wage for women in paper mills in the northern zone in December, 1933, was: for sorters, 32 cents; for counters, 34 cents; for label girls, 33 cents; for cutter girls, 33 cents; for plater girls, 31 cents.

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## Women's Auxiliary

**WOMEN'S AUXILIARY L. U. NOS.  
84, 613 AND 632, ATLANTA, GA.**

Editor:

We are so excited over the many happenings of the auxiliary this past six weeks we must tell you about a few of them.

Mr. R. J. Johnson, business manager of Local No. 613, visited us at our last meeting and encouraged us greatly by outlining the many ways an auxiliary could be of help to the electrical workers.

First, he called attention to national recognition given women during the past two years of the depression, explaining how they have stood shoulder to shoulder with the men in politics and how women have been called upon to support all the noteworthy achievements that men introduce and eventually accomplish. Then he spoke of the practical knowledge gained by the women as business managers of the family budget and the interest they have taken in public affairs in which economics figure, more promptly, more intelligently, and more alertly than they ever have before, thus causing the great men of our nation to realize that as spenders of union workers' money they could be of no little advantage in defeating the depression.

His plea was for every woman to step forward and take her place along with the men as their helpmates, saying that he knew that in the home we were ardent workers, but so much was yet to be done in this broad field as the wife of an electrical worker and if he didn't soon see them out he would think they were not upholding the principles of organized labor and receiving equal pay for an equal day's work. He assured us that by working hand in hand with the locals we would accomplish our goal in a much happier manner and with less delay.

The auxiliary honored Mrs. S. E. Hayes with a lovely party at the home of Mrs. Carver. A large membership attended and reported a most enjoyable afternoon.

On February 21 we gave a luncheon at Sterche's furniture store and are proud to announce that it was a financial success. The tables were decorated with sweet peas, a gift of Mr. S. E. Hayes, who is prominently connected with Dahl's, one of Atlanta's most popular florists. A program of popular music was rendered throughout the entire luncheon by one of our own members, Mrs. Cook.

The president, Mrs. C. N. Boone, acted as the lovely hostess, with Mrs. H. C. Taylor acting as the auxiliary's most congenial cashier.

We deeply regret the resignation of our competent secretary, Mrs. T. O. Baker, who has so faithfully given her services during the past two years to the auxiliary, who resigned due to her being unable to attend regularly since returning to her profession as a nurse. We wish her happiness and success. Mrs. Lucille Fant, who had served as secretary for four consecutive years, was elected to fill this vacancy.

We send our best wishes to Mrs. Frank D. Pease and her friends in Bremerton, Wash., who are planning to organize an auxiliary.

Just one thing more and I will close; our membership is rapidly increasing.

MRS. DEWEY JOHNSON.

**WOMEN'S AUXILIARY L. U. NO. 177,  
JACKSONVILLE, FLA.**

Well, here we are. Yes, I know you thought us in the class with the old dodo. But never for one minute have we been in

the position to be spoken of in the past tense. It is true, for a while we sometimes just had or didn't quite have a quorum, but the times we just didn't have, those who were there went home with the full determination to have that quorum the next time and, sure enough, the next time you would hear the old gavel fall and hear the opening prayer. You would like to know how we did it? Well, perhaps it was because, even though the gavel didn't fall we had the prayer anyway.

Spring is coming now, there are plenty of signs of it here in the nation's sunparlor, and this Jacksonville Auxiliary is, to the union electrical workers, like the flowers, beginning to bloom. We held a meeting, an open meeting, January 15, and several new members were obligated. Also, had an inspiring address from Brother J. L. Rhodes, editor of our labor paper, and some of the old members who had been absent from the auxiliary for many months came back and paid their back dues and pledged their support anew. Now don't try to make us believe that this is not inspiring, for, believe me, it gave every member a feeling of confidence that nothing else could have done. We have a wonderful president and I am sure every member is going to try in this next year to show her their gratitude for having accepted the chairmanship.

We are looking forward to the time when the Brotherhood will see its way clear to

give us a hand and help us to become well organized and worthy of having a national or international body. I know quite well how the Brotherhood looks upon the women's organization when directly affiliated with them. You see I am an old telephone operator and belonged to the Brotherhood. (Don't let this mislead you as to my years, for it really sounds much longer than it has been.) I know all the history of the divorcing of the operators' department from the Brotherhood and feel that they did what was necessary, but until we can have a central body, either state or national, I don't believe we will be able to accomplish nearly so much. I know some of our Brothers stoutly affirm that the woman's place is in the home and all that hocus about belonging to auxiliaries, etc., is just rank heresy. But do you notice how quick they lose that feeling when the old wolf, Unemployment, comes knocking at the door, and friend husband can't get any work and friend wife goes down to the store or office and helps to feed the babies?

Well, I know she should stay at home and care for the babies and all that; if I didn't feel so I wouldn't do it, but when a man denies his wife the right to belong to the auxiliary because he thinks her place is in the home, I honestly feel that he is very ignorant, or very selfish, and I strongly suspect he is badly tainted with both. But there is a way of educating those men, and it

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Courtesy U. S. Bureau of Home Economics

### Casserole of Lamb

2 pounds of lean raw lamb  
2 tablespoons butter or other fat  
 $\frac{1}{2}$  cup sliced onion  
3 cups diced rutabaga turnip  
1 green pepper, chopped  
1 quart water  
Flour  
Salt and pepper

Wipe the meat with a damp cloth, cut into small pieces, and roll in flour. Melt the butter in a skillet, add the onion, cook until it turns yellow, and add the meat. When the meat and onion have browned delicately, transfer them

to a casserole, and add the water, after first pouring it into the skillet so as to get the full benefit of the browned fat. Cover, and place in a very moderate oven (300 to 350° F.) to cook until nearly tender. Then add the turnip, green pepper, and seasonings, and cook about 20 minutes longer. Thicken the gravy with one tablespoon of flour mixed with two tablespoons of cold water, and cook for several minutes longer, until the gravy is thick enough. Serve in the casserole.



# Bulletin of the I. B. E. W. Radio Division

« Prepared and Circulated by New York City Radio Unions for the Entire Industry » »

THE most recent disappointment to those of the radio operating fraternity who had expected certain measures of relief through the adoption of the radio industry code is the postponement of the hearing which was to have taken place March 12, 1934. At this writing the hearing is already two weeks overdue and, as yet, no definite date has been announced. The Code Authority has made its investigation into the hours and wages of technicians and made its report to the Deputy Administrator. The calling of the hearing now rests in his hands. Mr. William Farnsworth, Deputy Administrator, has replaced Mr. Sol Rosenblatt in administering the radio broadcast code. It cannot be stated too emphatically that every radio technician, who has his own and the unemployed radio man's interest at heart, should protest this delay and do it immediately. It has already been pointed out to the Administrator that the I. B. E. W. insisted from the very outset of code hearings on the absolute necessity of a shorter workweek. It was only on the explicit understanding that this phase of the code would be reconsidered after 90 days that the code was approved by labor in its present form.

The broadcasting industry has enjoyed a 48-hour week throughout the peak of its busy winter season. The slack summer period is not far off. The radio technician has been patient, believing that a 40-hour week or less would be adopted when the Administrator learned the truth of the appalling number of unemployed. It appears that employers are now attempting to delay a shorter workweek until the seasonal layoffs are at hand. They will then be able to operate throughout the slack summer season without increasing their technical staff, and thus the one vital purpose of the NIRA, to relieve unemployment, will be defeated.

This delay in calling a rehearing is the subject of much criticism. The conviction is growing that the technician, in order to improve his conditions, must depend less on the code and more on a militant course of action in his own ranks. The danger of a disruption of the broadcast service to the public can be minimized only by a prompt compliance with Article VI, Section 4 of the code.

## Code Fails

Every day that goes by confirms our conviction that from the technician's standpoint, the code has failed completely to accomplish what it was meant to accomplish. Many sections were full of ambiguities and loopholes and were readily seized upon by the employers with the result that purchasing power of technicians as a class has remained practically unchanged. Unemployment is still widespread. To eliminate its many iniquities, the I. B. E. W. has prepared to secure the following changes in the code:

1. Clarification of the wage classifications and a substantial increase in all rates to allow for the increasing cost of living.

2. Elimination of the apprentice provision in justice to the large number of competent and trained men now unemployed.

3. Elimination of the section which places the chief operator in the "executive" class and permits the employers to work him any number of hours they see fit. (This is one of the most abused sections in the whole code.)

4. Strengthening of the sections which are supposed to protect the technician against wage reductions when he is being paid in excess of the code minimum. (Article IV, section 2 and Article V, section 5 are intended to provide such protection, but the Code Authority has already sanctioned an act of one station owner, which

**Business managers are requested to distribute these bulletins to the radio technicians in their respective territories. Reprints available from Radio Division Local No. 3, 130 E. 25th St., New York City.**

was clearly a violation of the intent and purpose of these sections.)

5. Provision for overtime payments at time and a half. Employment by the hour to be at time and a half.

6. Transportation expenses incidental to the performance of his work to be borne by the employer.

7. Time devoted to public address work, when such work is regular station routine work, shall be counted as part of the regular workweek.

8. Provision for additional compensation for technicians in supervisory capacities.

9. Elimination of automatic remote amplifiers as being unreliable and an unfair trade practice.

10. Elimination of unduly long hours at stations using split time. Working day shall not exceed eight hours within a period of nine consecutive hours.

11. Provision for at least one day off each calendar week.

12. Provision for time off for at least six legal holidays.

13. Provision for two weeks' vacation each year with pay.

14. Technicians shall not be required to perform the duties normally assigned to announcers.

15. Wages shall be paid in United States currency. (Believe it or not, some technicians are being paid in potatoes!)

It must be realized that some of these proposals will never be placed in the code. The task of fitting a code to an industry composed of units as widely different as are those of the broadcasting industry must be recognized as a task of no mean proportions. The merit of the wage classifications employed in the existing code may be questioned. It is readily understood that a 500-watt station operating in a densely populated section like New York City, is far able to pay \$50 a week to its

technicians than one located in an agricultural and sparsely populated area, even though they have the same amount of power and time. It was for this very reason that the code wage minimums now in force were made as low as they are. They were made to fit this latter type. But the stations who are able to pay more escape the duty of contributing their share of the cost of recovery.

Inasmuch as stations are now required to file their rate cards with the Code Authority, this card could be made the basis of a station's ability to pay, although this method would invite numerous other complications.

The best way to approach the solution of equitable wage scales has been adopted in many cities where the technicians, through their representatives, have negotiated working agreements with the station owners. They have organized and by direct negotiations with their employers have won points which they never could have gotten through the code. They have done far more in a shorter time than any code can ever be expected to do. There are still two very evident drawbacks to codes such as are in effect today. First, the difficulty in obtaining conditions which will be equitable to employers and employees. Second, the problems of enforcing the code after it has been approved. In our own instance we have had evidence aplenty of both these drawbacks. Not that we have any misgivings about the employers' ability to shift for themselves. They usually find ways and means to gain their points. But in the matter of enforcement of codes, the situation is particularly acute. It will be surprising, indeed, if within the next few months many strikes are not called in protest against violations of the spirit and letter of the NIRA labor provisions. There are still too many men in key positions who are not in sympathy with the purpose of the law.

The Radio Code Authority has shown no inclination to co-operate in giving the technician a square deal. As evidence of this we cite the ruling made by this body in anticipation of a 40-hour week. Evidently convinced that a 40-hour week is inevitable, they wasted no time in ruling that the code wage scales are predicated on a 48-hour week; that when the 40-hour week goes into effect wages must come down proportionately, that is, to 40-48ths of the present rates. This is equivalent to a 16 2-3 per cent cut and would bring the minimums down to \$33.33, \$24.45 and \$16.66 per week. The I. B. E. W. has protested this bit of effrontery to the Administrator and pointed out to him that the Code Authority is stepping beyond the limits of its authority. Its function is to interpret the code, not to "legislate" a new section into the existing code. That is practically what it has done in this instance. Moreover, it was distinctly understood by labor that the wages were based on a 40-hour week, when it consented to withhold its insistence on a 40-hour week until the Code Authority

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# International Council Transacts Business

THE regular meeting of the International Executive Council opened at International Headquarters, Room 609, 1200 15th Street, N. W., Washington, D. C., at 9 a. m., March 19, 1934, Charles M. Paulsen presiding.

Members present: C. M. Paulsen, Charles F. Oliver, J. L. McBride, James F. Casey, F. L. Kelley, G. W. Whitford, G. C. Gadbois, Edward Nothnagle, M. P. Gordan.

The chair appointed J. L. McBride and G. W. Whitford as auditing committee, to go over the audit made by the certified public accountant.

The following applications for pension were considered by the Council, the standing record of the applicants examined and their age certified, and after thorough examination the applications were acted upon favorably and referred to the International Secretary for placing on the pension roll:

L. U	Member
I. O.	Casagrande, Joseph B.
I. O.	Fischer, Frank
I. O.	George, Jesse L.
I. O.	Hooton, Benjamin F., Sr.
I. O.	Irwin, William
I. O.	Matthews, N. A.
I. O.	McCormick, Charles E.
I. O.	Schwiecker, Emil H.
I. O.	Strangeman, Frank
3	Backman, Joseph K. M.
3	Barrows, Thomas A.
3	Boetius, Olaf A. J.
3	Devlin, Martin J.
3	Fox, Arnold
3	Henricksen, Alfred
3	Nielsen, Henry Julius
3	Seyfried, William
5	McDougall, Howard
5	Smith, James A.
9	Gates, John A.
20	Valentine, George
38	Bunton, Arthur J.
38	Kaska, Matthew
52	Marsh, George M.
58	Leithhead, William
65	Briggs, Edward E.
65	Medhurst, W. C.
65	Shott, Frank B.
103	Burkhardt, Charles J.
103	Johnston, William L.
134	Campbell, William
134	Canary, Michael M.
134	Martin, S. J.
134	Gardiner, G. W.
151	Noonan, Francis P.
212	Doty, Joshua L.
212	Loaring, Thomas W., Sr.
224	Freitas, Frank J.
537	Durkin, Martin L.
694	Schultz, Otto F.

The following applications for pension were before the Council, but upon examination it was found that the applicants either had insufficient standing or there was a question as to the proof of their age; therefore favorable action could not be taken, and the International Secretary was instructed to notify the applicants and their local unions as to the facts in their case:

L. U	Member
I. O.	Van Cleef, C. N.
9	Stewart, John T.
36	Bartlett, William H. C.
125	Short, Thomas Arthur
134	Connor, William E.
134	Koss, Joseph A.
151	Nelson, Frank

## Minutes of Meeting of the International Executive Council held March 19, at Washington, D. C.

The application of William E. Donnelly for readmission to Local Union No. 3 was before the Council, but as the Council had not received any information from Local Union No. 3 that the local union had acted upon the application, the matter was laid over.

The appeal of Al. Sturman, Card No. 199946, of Local Union No. 3, against the decision of the International President, was reviewed, and it was moved and seconded, after consideration of the facts in the case, that the decision of the International President be sustained. Motion carried.

The appeal of Charles Zirkman, Card No. 621286, of Local Union No. 3, against the decision of the International President, was considered, and after a review of the facts in the case it was moved and seconded that the decision of the International President be sustained. Motion carried.

The appeal of Arthur Schading for readmission to the International Brotherhood of Electrical Workers was considered, the appellant made a personal appearance and was heard by the Council on March 21, at 2 p. m. All the facts in the case were carefully reviewed and the appellant presented the following communication in verification of his statement covering the matter, at his hearing before the Council:

"March 21, 1934.

"International Executive Council,  
(In Session)

"Gentlemen:

"This is to certify that I at no time had anything to do with a dual labor organization—either electrical workers or otherwise—and particularly mentioning Jack O'Mara's dual organization in the City of St. Louis, Missouri, of which dual organization I positively never had any connection—membership or otherwise.

"Very truly yours,

(Signed) "A. SCHADING."

It was moved and seconded that Arthur Schading be allowed to make application for membership in the local union from which he was suspended or any other local union of the International Brotherhood of Electrical Workers, with the following qualifications:

If elected to membership, he shall not hold either an elective or appointive office in any local for a period of three years. At the expiration of said time he can again petition the I. E. C. for removal of said qualification, and if, upon investigation of his conduct during above period by the I. E. C., it is found that he has not injured any member or members, local unions, or the I. B. E. W., the I. E. C. may remove such qualification. Motion carried.

Moved and seconded that a copy of the Council's decision in the Schading case be forwarded to the president, recording secretary and the financial secretary of Local Union No. 1, for their guidance.

A letter from the Workers' Education Bureau of America, requesting further financial

assistance, was read, and it was moved and seconded that the matter be left in the hands of the executive officers for their consideration at an appropriate time. Motion carried.

A letter from Local Union No. 716, with a resolution adopted by them, requesting exoneration for a former member, I. T. Saunders, who had been found guilty by trial held November 10, 1931; also, requesting elimination of the assessment levied, was read, and after reviewing the facts in the case, the Council finds that there is no merit in the resolution, because of the failure of I. T. Saunders to avail himself of his rights under our Constitution, during his trial and thereafter. Moved and seconded that the petition be denied. Motion carried.

The auditing committee reported that they had examined the audit made by W. B. Whitlock and found the report correct. Moved and seconded that the report of the committee and the audit be received and filed.

It was moved and seconded that the International Secretary be authorized to open an account with the Washington Mechanics Savings Bank, in the city of Washington, and that said account be drawn by check in the name of the organization, and signed by the International Secretary, and that this account be used as a pension account for the payment of pensions to members of the Brotherhood. Motion carried.

The Council then proceeded to review all questions that had been submitted to the Council by mail, and the action of the individual members thereon. Moved and seconded that the former actions by individual members on all questions handled by mail since the last meeting of the Council be concurred in. Motion carried.

A general discussion was taken up as to the benefits and progress being made by our organization, International President D. W. Tracy and International Secretary G. M. Bugnizet being present. The Council thanks the I. P. and I. S. for their untiring energy in keeping our organization abreast of the times; and further, in keeping our members advised of what progress is being made under the NRA.

There being no further business, the Council adjourned sine die.

M. P. GORDAN,  
Secretary.

I believe in boys and girls, the men and women of a great tomorrow, that whatsoever the boy soweth, the man shall reap. I believe in the curse of ignorance, in the efficacy of schools, in the dignity of teaching, and the joy of serving another. I believe in wisdom as revealed in human lives as well as in the pages of a printed book; in lessons taught not so much by precept as by example: in ability to work with the hands as well as to think with the head; in everything that makes life large and lovely. I believe in beauty in the schoolroom, in the home, in the daily life and out of doors. I believe in laughing, in all ideals and distant hopes that lure us on. I believe that every hour of every day we receive a just reward for all we do. I believe in the present and its opportunities, in the future and its promises, and in the divine joy of living.—Edwin Osgood Grover.

There is one right which man is generally thought to possess, which I am confident he neither does nor can possess—the right to subsistence when his labor will not fairly purchase it.—Thomas R. Malthus.





# CORRESPONDENCE



## L. U. NO. 1, RADIO DIVISION, ST. LOUIS, MO.

Editor:

Beginning in next month's issue of the WORKER, a series of monthly articles will be written by the press secretary of the radio division of L. U. No. 1, the pioneer group of the I. B. E. W.'s Radio Division, dealing directly with the radio man, for those interested in the organizing of the radio men and adding them to that rapidly growing Radio Division. We feel that we can be of more service and be using valuable space to better advantage by giving you actual facts and the ins and outs of the radio game.

The New York radio men are doing splendid work with their bulletins consisting of the latest general news, and I personally think that with both of us plugging away as outlined we will do more good than by both giving news only. So carry on, New York, and watch for the first of the series of special articles and the bulletins by the New York radio men.

W. J. KELLER.

## L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

Well, Brothers, here I am again. My last letter caused a few criticisms and also a few compliments, for which I am grateful. At present things are still very quiet here and no immediate betterment in sight.

There would be quite a little work here if we could only get the city to do some re-inspection work. Now we all know that in every city and town the country over there is plenty of defective wiring. In Springfield alone we have had 34 fires caused by defective wiring within the last two years, the last one, a 16-apartment block which was wired in 1909 with a 60-ampere service. Through the use of toasters, radios, flat-irons, etc., it was over-loaded to approximately 130 amperes. Now conditions such as this make high insurance rates. Wouldn't a person think that the insurance companies would put on some sort of wiring inspectors? Now this fire will probably cost this company \$15,000 or \$20,000 to fix up. Just think, this company alone could have put on four or five inspectors at, we will say, \$2,000 per year, and still saved money on just one fire.

Our business manager has spent time and utmost effort to get some sort of inspection for this defective wiring, but to no avail. We have even had a civil service examination to put on another inspector whose sole job would be to re-inspect every home, factory and building of every kind using electricity. But, due to the depression, the city will not appropriate the money. So, we will just have to struggle along the best way we can until things pick up.

Will the Brother scribes who are down around the Tennessee River Valley please put a few lines in the WORKER letting us know whether that project is going to mean anything to the Brotherhood? You know some of the Brothers "down hum in New England, be gosh," can live on Georgia peaches and all that goes with them.

I hope to be able to write you again next month; no offense meant to my friends down South.

HERMAN G. HILSE.

## READ

From a new utility, by L. U. No. 459.

Important is labor history, by L. U. No. 303.

Public Ownership in Canada and their employees, by L. U. No. 353.

International munitions trust, by L. U. No. 773.

Canadian members attention, by L. U. No. 1037.

Lesson in mass production, by L. U. No. 212.

One jewel, by L. U. No. 103.

Organize, by L. U. No. 309.

Strategy of big business, by L. U. No. 57.

Wagner bill and they who oppose it, by L. U. No. 25.

No more exciting letters blossom by spring in any editorial garden.

## L. U. NO. 21, PHILADELPHIA, PA.

Editor:

Here I come again, wailing long, if not so loud. We're up against the walls of the P. R. R. They are handing it to us on a No. 2 scoop and we have to like it. Old Man Attabury says that he is going to make cat linemen out of firemen, brakemen, switchmen, or anyone else who is furloughed, as near as I can get it. There are men at Perryville, Md., from all over the P. R. R. system. There is another school out of Baltimore—one of the boys with a (you will notice I said "a") receipt from L. U. No. 21. He paid one month's dues and never showed up again. They have a company union on the P. R. R. that the railroad seems to think a lot of. How do they get away with it on the P. R. R.?

I would like to hear from some of you railroad locals. Say something that may help us. There is one job going on with furloughed railroad men and mostly between Camden and Atlantic City. Some of the boys made it who were not railroad hands. They have linemen down there who can hardly use the hooks and are trying to work along side of 11,000.

It looks like the railroads are trying to make their 15 per cent cut stick. Everyone knows they're paying little enough now. It looks like the Wagner bill is hurting big business by the way they are fighting it. We of the working class should back the President with all we have. He has tried to show the slaves the right road but there are a lot of them who need to be talked to by hand.

We are having strike after strike over the country, which is doing a little good. Big business seems to want more of them. If they are bound to have them let's get together and give them a good one and get it over with. Then the NRA will have a chance to clamp down on some of them.

F. D. R. has the brains to pull the right ropes to bring things to time, so let's have some of those high-salaried men down on the breadline, same as a whole lot of us have been for the last four years.

B. E. C.

## L. U. NO. 25, NASSAU AND SUFFOLK COUNTIES, N. Y.

Editor:

As this is being written interest is being centered on the Wagner Labor Bill in the Senate and its companion bill sponsored by Representative Connery in the House.

The anti-union forces are already sniping at those bills in the public press. Their panic takes on a comic aspect because by their fear and anxiety over the legislative trend in these times, they have betrayed the underlying philosophy of their views on what employer-employee relationship should be. They reveal in the very wording of the indictments of these bills the advantage they have held over the unorganized employee or the members of the employer-dominated company unions.

The United States Chamber of Commerce issued a statement on March 24, 1934, in which they predicted that the passage of these bills would retard recovery and cause industrial strife. They then go on to itemize why the bill in its present form is "wholly unacceptable" as they so aptly put it.

These statements, which I will take the liberty to enumerate, remind me very much of the famous O'Neill play, "Strange Interlude," in which the hidden thoughts in the characters' minds were given voice.

For instance, from the U. S. C. of C. statement: "The bill would grant to any member of a newly created National Labor Board, and to any person the board chose to make its representative, extraordinary powers to call to account employers engaging in activities, hitherto considered both *innocent* and *desirable* but which then would constitute 'unfair labor practices.'" Here is an open admission that an impartial group would consider that present labor practices are unfair and work hardship on the worker. They realize that with a free and independent union worker they could no longer cut his wages arbitrarily to underbid a competitor but would have to reduce the selling price in the profit and overhead brackets and strive for greater plant efficiency.

They also state: "It would legalize the closed shop and do away with the open shop." Is any comment necessary on that? This depression has shown, as no other argument could, the advantages of union affiliation.

The following two statements are really funny. The employers take an attitude of scorned philanthropy and bemoan the fact that they will no longer be able to help support their employees' organizations: "It would entirely prohibit employer contribution to employee organizations, except for payment of limited benefit." And they further rise to champion the rights of the poor downtrodden, unloved strike-breaker, the mercenary thugs who aid them in breaking the morale of honest working men. Here is



their brief for the strikebreaker: "It would refuse to recognize as employees men who of their own volition might take the place of men on strike and would deny a vote to these men in any determination of employee representation."

In conclusion, they state: "If union labor was to receive the unprecedented powers sought from this legislation and, if the bill is declared constitutional, the public would insist on counter legislation, to put labor unions under strict government regulation and to curb or even prohibit its activities."

My own thought in this phase of the situation is that organized labor in order to further its aims and principles, to obtain for all wage-earners a better standard of living, more humane working conditions, a more equitable share in the wealth produced by labor, unemployment insurance and safeguards against poverty in old age. If these aims can be more quickly consummated under government supervision, I say organized labor should submit, provided, of course, that the free exercise of its right in the protection of the workers would be guaranteed.

The anti-union forces are facing a losing battle and are grasping at straws. They sense that coercion and threats of dire consequences can no longer frighten the industrial slaves. A new emancipation proclamation is being written and soon every wage-earner shall be freed from his bondage to enter upon a new life of free choice of collective action for his individual benefit and betterment.

MARK COSTELLO.

#### L. U. NO. 28, BALTIMORE, MD.

Editor:

The CWA came to a sudden halt and a good many of the boys found that they were right back where they started. It was a good thing while it lasted and helped them immensely. The drawback was that there was no way of the slack being taken up by private industry when the government let up. Conditions in the building line have not in any way improved as yet and we are in hopes that we may see some improvement some day.

We attended a meeting of the Baltimore Federation of Labor to see how things are progressing and we learned that Harry Cohen, one of our delegates, is doing noble work as chairman of the organizing committee. In fact, we heard words to the effect that he was building a monument to himself. We do not wish to appear too lavish in our praise of our Brother, we are merely quoting from remarks heard at the meeting. At present, quite a sizeable organizing campaign is being conducted in all lines here and a great deal of real progress is being made. The electrical workers have good cause to feel proud that one of their number is chairman and doing excellent work.

We were dumbfounded with amazement to learn that a Brother delegate from our own local had preferred unfair charges against Brother Cohen. It seems nothing is too low for some people to stoop to and they will even jeopardize the good name of their own organization to satisfy a personal grudge or petty jealousy. Imagine a man who is supposed to have good common sense, and holding an important office, who will sacrifice the good name and respect of his own organization to satisfy his own selfish interest. His low, foul tactics availed him nothing, as everyone readily discerned the personal motives and Brother Cohen was exonerated and given a vote of confidence in the bargain. We do not wish to take up valuable space unnecessarily but we feel that we do the cause a great deal of good by holding up into the bright light of day and exposing low

practices which will make the guilty look ridiculous and thereby discourage others with the same tendencies. Delegates, who cannot pull together for a common cause, when a body's confidence and trust reposes in them, have no place in any labor body. Personal feelings are to be sacrificed for the common good. Some people either forget their obligation or willfully cast it aside when it suits their ends.

We read with great interest the letter from L. U. No. 349. We are all the more interested because we recall a pleasant sojourn we spent in this delightful southern city. We are glad to hear that things look much brighter and we say amen to Brother Grimm's wishes for our great President.

We note that Brother Bachie, of L. U. No. 211, is back in form again. He still knows how to make his thoughts interesting reading.

We just learned from these pages that another labor official is playing a big part in one of the important functions or activities of the government. He is Robert Fechner, a director of the CCC. A wonderful piece of work is being done by Mr. Fechner as director. It seems in these times men from the ranks of labor are drafted to do good work for their great Uncle. Well, Uncle is finally coming to the realization that it isn't only in the upper strata that good material can be found.

R. S. ROSEMAN.

#### L. U. NO. 57, SALT LAKE CITY, UTAH

Editor:

Local Union No. 57 submits the following for publication (it is by H. C. Allen, a very close and sympathetic friend of this local, as well as of all organized labor in Utah):

Now that the American laboring man has the support of his President, is he going to have the foresight and courage to organize for his protection? Or will he continue to plod along as he has for the past 50 years, passively submitting to the will of organized big business? If he is a real, red-blooded American citizen, he will seize the opportunity before him to throw off the yoke of oppression and inequality under which he has labored and insist upon having the same heights and privileges enjoyed by big business.

In seeking such an organization, he should

#### ANNOUNCEMENT

Inquiries have been made at the International Office as to under what policy the Home Loan Corporation operates when it engages through contractors in repairing, altering and renovizing work. The only check upon this work is that the contractor must be under the Blue Eagle. This means that as soon as the building trades codes are accepted and approved, these contractors will have to operate under the code. Therefore, they will have to pay the minimum wage designated under the code for skilled workers or that wage set up by area agreements if the code provides for area agreements.

G. M. BUGNIAZET,  
International Secretary.

not be deceived into joining the company unions or employees' associations such as those fostered by the steel magnates, the coal barons, the automobile or power trusts. These organizations are wishy-washy affairs designed to blind the men and discourage their desires for self-organization. By providing a cheap form of blanket insurance and flimsy gestures of "mutual benefits" as a camouflage, the companies conceal the real intents and purposes of the association or union. These unions, so-called, usually are officered by hirelings of the company, better known to the men as "stool-pigeons," a most contemptible form of human animal. It is their business to keep in close touch with the men, reporting to the company officials any dissatisfied and disgruntled employees inclined to stir up strife against the company. Such are summarily dealt with. It is much less expensive and more effective for the company to foster a union than to deal with the men through an organization of their own. Past experience has shown that the laboring man has gotten very little, if any, real benefit out of the company mutual associations.

Big business demands and enjoys the right to organize. Then why should it so actively oppose its employees, living under a constitution which guarantees equal rights to all, in demanding the same rights? The reason is quite obvious. It is true that many unsavory things have been done in the name of organized labor; much of which, if not all, can be traced to disloyal officials bribed by big business or its hirelings whom it has injected into the labor unions to stir up trouble. Organized labor should put its house in order and rid itself of disloyalty and the company hireling.

Failure at this time to organize means to go back to conditions far worse than under the old order. Big business will insist upon recovering much, if not all, of the tremendous losses it has sustained during the depression. This will mean lower wages, longer and harder hours of labor. In addition there is the enormous burden of taxes resulting from emergency relief which will fall upon the masses. Not only this, but future generations will have to stagger along under these conditions and this burden. Will this generation submit to the proposition of burdening the future inhabitants of our great country with conditions and tax burdens not of their making and from which they get no benefits?

If this nation is to survive as a fit place in which to live, the laboring men and women must organize themselves into groups of their own making to which they can give their loyal support; free and untainted by the influences of big business. They must select men to represent them who are qualified to serve them well in dealing with employers. When capital and labor can sit down together in a sane and intelligent deliberation of their problems and arrive at a mutual understanding, we shall never again experience another depression. The "New Deal" will then be a reality. But the President cannot accomplish this alone, nor should he be expected to. He must have the support and co-operation of the great mass of laboring people.

J. J. MCAFEE,  
Recording Secretary.

#### L. U. NO. 68, DENVER, COLO.

Editor:

While it is impossible, of course, to figure what is taking place in other people's minds, it doesn't seem reasonable that men classed as captains of industry, who are credited with intelligence above the ordinary, can permit themselves, at this serious period in



our nation's life, even though certain provisions of the NRA fail to suit them, arrogantly to defy a government designed for and dedicated to the best interests of the majority—a government seeking to bring order out of chaos, seeking to relieve distress by stimulating and expanding opportunity and making heroic efforts to guarantee that wealth and prosperity may be more equitably distributed in this country among those who produce and defend it in the name of democracy. Yes, and a government, too, unless my methods of calculation and dates are mixed, that was mighty close to one grand crack-up just previous to March, 1933.

Are certain big industrialists so blinded by years of success in pulling the wool over the eyes of what they term small fry, that they imagine such a policy can be continued indefinitely?

Do they believe that working folks can forever be denied rights and privileges which they so generously help create and support? Wherein lies anything of a destructive nature threatening industry in the government's proposition advocating the formation of credited employee groups for collective bargaining? Industries have their boards of directors that meet for general discussion relative to company affairs. Our various state and national legislative bodies are selected individuals and hold group meetings, in fact the affairs of our nation are conducted through bureaus and the group plan of procedure. Rest assured that if a general system of government embodying greater features of economic security for the welfare of the majority existed, it would be in vogue long ere this. Furthermore, who questions the U. S. standard of prestige among nations?

In some circles the term "government interference" seems to get quite a play nowadays; quite frequently big business associates this term with what they construe as unfair play and greasing the tracks over which prosperity specials are slowly beating their way upgrade; but disclosures brought to light through Senate and other investigations would indicate that "interference" will eventually result in greater good for a greater number. Fortunate are we that the national administration is so ably supported by men of a type such as Colorado's Senator Costigan, the untiring Wagner, young LaFollette, and the old war-horse from our neighboring state of Nebraska—Norris—who has borne the brunt of battle in the common interest for years. An individual who, seemingly, gained renewed vigor from obstacles, Senator Norris could aptly be classed as a pioneer, not only in regard to his outstanding efforts and attained results relative to government operation of public utilities on a large scale, but also in the respect that pioneers, having broken the clods of resistance, attract like unto like. He is a regular when "go-getters" are counted. Many other Senators and Representatives are entitled to a great amount of credit for their untiring efforts in advancing legislation of practical benefit, best suited to the majority.

There are, however, bright spots upon the horizon over which the Blue Eagle soars. Quite golden are these indi-

cations in contrast to the badgering, hampering campaign displayed toward the NRA by a number of prominent eastern industries. It seems rather fitting that one of these bright spots should have its setting in Golden, Colo., a hamlet close to Denver.

Here are the particulars: The owner of a large industry in this small town has not only established top wages for all his employees, but at the same time reduced working hours below present NRA provisions to a level in line with a very probable future requirement. This circumstance is all the more remarkable when one considers that about 20 years ago when a type of fanaticism in Europe started the World War, it resulted in another type of fanaticism in the U. S., creating the eighteenth amendment and threatening to annihilate a nation-wide industry representing hundreds of millions in investments and hundreds of thousands of employees. I refer particularly to the brewing interests and the above item concerns a precedent in the name of collective bargaining on the part of a local brewer—a noble precedent in view of the fact that when prohibition was legalized the brewers with one accord swallowed their pill of fate—in many cases with permanently disastrous results.

The amendment was a war measure. Uncle Sam expected co-operation, and they wholeheartedly gave it—as did a nationally credited labor group.

In those hectic days of war measures and war orders, a great contrast existed between volume of business, the incomes of various industries. Some were practically prostrated—others, particularly steel and kindred concerns partaking of war orders—simply rolling in prosperity, a circumstance they enjoyed also throughout the postwar construction period. While there was little, if any government interference in their affairs at such time, neither was there a voluntary attitude on the part of these interests to establish conditions wherein a broader spread of employment and more equitable distribution of profits would result.

Now there is another type of war being waged—war upon a stubborn, ingrown economic condition. Again are measures being taken to meet unusual circumstances and it

appears more than a coincidence that brewing interests are again wholeheartedly supporting Uncle Sam's measures. It is a noble example of gratitude upon their part toward the American people for again finding themselves, and to the democratic Democratic party, whereby, through legislative, collective bargaining, they substituted reason for fanaticism.

JACK HUNTER.

#### L. U. NO. 103, BOSTON, MASS.

Editor:

There is in the possession of each of us one jewel that cannot be stolen—friendship. Friendship can not be bought or sold. You may be financially on the rocks and the constable may come into your home and sell your furniture at auction, drive your car away, take possession of everything you have gathered together in personal estate, and leave you homeless and penniless; but friendship can not be taken for debt; neither can you give it entirely away, though you give enough of it to fill a million hearts.

An example of such giving might be illustrated in this manner. Suppose that there were no stars or sun in the heavens, nothing to penetrate the curtain of night, and suppose that a lighted candle was placed in your hand, which should glow wasteless and bright amid all the storms and tempests that might arise on this earth. Suppose then, that there were millions of human beings on the earth with you, each having an unlighted candle in his hand. Suppose that these millions of human beings should come to you one by one, and each light his candle from yours. Would this rob your candle of any of its brightness? Would less of it shine in your path? Would your candle burn more dimly for having lighted these millions of other candles?

There is no emptying of the well of friendship, even as there would be no diminishing of the flame or light of the candle, by lighting the candles of other human beings. The fountain of friendship is kept in operation by means of its outlets as well as its inlets. You can not be friendly with anyone who will not in some measure return friendliness.

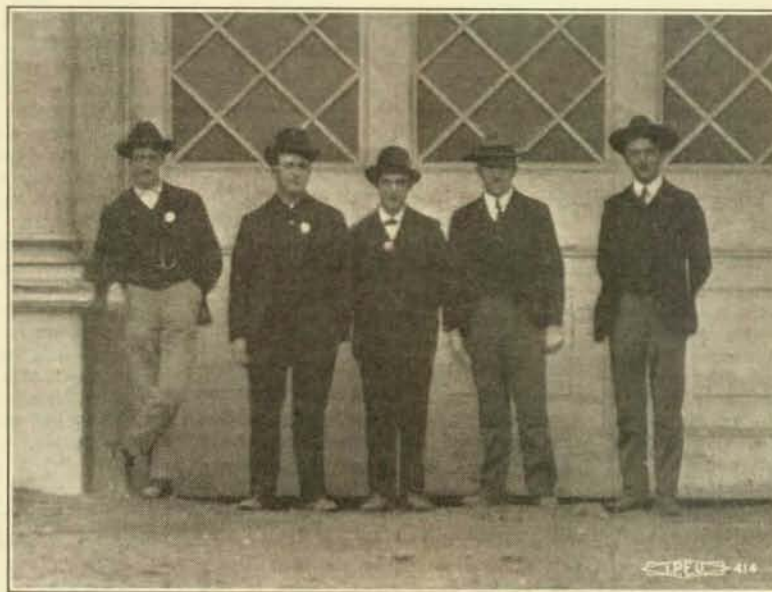
To have a host of friends you must be friendly.

Bear in mind this parable, and whenever in your walk of life you meet one with a heavy heart, lend a bit of friendliness. A spark of friendship from your heart may travel around the earth and return to you as a million sparks to make your own heart the warmer. It is a jewel that never loses its brilliancy.

Somewhere I read the following, which seems to me to be an appropriate conclusion for this article: "I never crossed your threshold with a grief but that I went without it; never came heart hungry but you fed me, eased the blame and gave the sorrow solace and relief. I never left you but I took away the friendship that drew me to your side again through the wide door that never could remain quite closed between us for a little day."

Dedicated to the members of Local Union No. 103.

JOSEPH A. SLATTERY.



We don't see very much about cable-splicers in our Worker, so here is a group who took care of the cable work at the St. Louis World's Fair, in 1904, out of old Local No. 199. Two of them at the left of the picture, Bert Patwell and Clarence Hopkins, can be seen now and then doing the same job at the Chicago World's Fair, out of Local No. 134. When you visit the Fair this summer drop in any man-hole and say hello.—B. H. Patwell, L. U. No. 134.



**L. U. NO. 210, ATLANTIC CITY, N. J.**

Editor:

In the February issue of the JOURNAL there appeared a letter from L. U. No. 233, of Newark, composed by Brother "Tex" Redding. Yes, "Tex" has had railroad experience. He came east on a "rattler" several summers ago. He unloaded in Pleasantville and after shaking the cinders loose from his ears, was greeted by the boys in the usual way. Of course, he had one in his pocket and his wishes were granted, and after attending the regular meeting he was placed on the payroll of the construction outfit of the light company. In that letter he tells about the new Local No. 452 being started at Easton, Pa., which I hope will prosper. However, Easton, being the birthplace of my I. B. E. W. credentials, I can't resist giving the boys a big hand and best wishes for success. "Kid" Charles, "Steve" Thack, Foster Hartzel and "Casey" Benner were part of the membership of L. U. No. 367 and to the best of my knowledge they still maintain membership in the I. B. E. W.

Oh, boy, if we could only use those old home-brew bottles or something to bottle up some of this cold weather to put in the ice box next summer. What say, boys? I still have a lot of empties but what's the use of filling them with slop when there is plenty of good union made draught beer on the market? And last, but not least, don't forget that Uncle Sam is getting some of the kale out of it that during prohibition went to the local politician or other bootleg grafters. Thanks again to F. D. R., and his sensible ideas.

Having visited our sister local, L. U. No. 21, in Philadelphia, recently, will say they should be allowed to use a club on those "varmints" around there. The local utility concern seems to be like "Ma Bell," and is isolated to the hilt as far as organizing is concerned. The employees are soft-boiled, boss shy, selfish, and can't fight worth a damn (for their families and their just rights), and they don't love their country. If they dare to deny any one word of this they should be glad to sign an application for membership in the I. B. E. W.

Vare Construction Company took it on the chin, thanks to the good judgment used by the citizens at election time.

Grab your JOURNAL, "Joe," and a fist full of the "makin's" and give them another try.

Well, boys, when this is being read in the columns of the JOURNAL, a lot of us will be "thumbing our nose" at the coal man, or digging in the back yard for worms to go fishing with. Then the "fish stories" will begin to appear in the JOURNAL. Thanks to NRA and the five-day week.

Too bad about the poor bird (the blue eagle) getting tangled up on the hot side with one foot and the other in the machinery. That's o. k., Brother Denman, give us another.

"Ho-Bo" BEN.

**L. U. NO. 212, CINCINNATI, OHIO**

Editor:

Opportunity had presented itself. I was actually seeing mass production at its highest peak. To many this might not carry with the thrill and astonishment as it did with me. Prior to this time I had often been told what a workday consisted of for the employees in the average automobile manufacturing plant, and I had arrived at the conclusion that general conditions certainly must be rather tough.

I find now, following three weeks' direct contact in the Fisher Body Company which in Norwood, Ohio, is operated in conjunction with the Chevrolet Motor Company, that my

## Warning!

In April, 1932, we published the following notice in the JOURNAL:

"Several locals have reported operations of one G. A. Kelly and G. A. Kelly, Jr., the latter supposed to be a boxer. These men have called at offices of different local unions using Vice President Boyle's name. They carry no cards in this organization. Vice President Boyle denies that he has authorized the use of his name. Local unions should take warning."

For the second time, we must warn all local unions not to be taken in by these or any other imposters. G. A. Kelly and G. A. Kelly, Jr., have no connection whatsoever with this organization.

Since publishing this notice in the February issue, we have been notified that these same imposters are now traveling under the names of E. J. Kavanaugh and E. J. Kavanaugh, Jr. We must warn all locals again that they cannot exercise too much care in investigating the stories such men tell.

G. M. BUGNAZET,  
International Secretary.

former impressions were greatly underestimated. I had no conception that a crew of workmen, more than 1,000 in number, could possibly be thrown together and as a unit be worked mechanically with such combined speed and precision as is done daily at this plant.

I saw young men still in their twenties working on "the line" within two feet of one another, who during their entire day's labor rarely passed a word of conversation between each other. Lost motion was even experienced at times when an employee who happened to chew tobacco would turn his head to spit. It seemed to me that somewhere in the distance a huge motor was set up with wireless connection to each employee, causing him to function as efficiently as cogs meshing together in some massive, high-gear piece of machinery.

The oft-heard remark that General Motors scrap their employees when they reach the age of 40 years is unquestionably the truth. The fact is that they automatically become scrap at that age; after being in service from 10 to 15 years it is very unlikely that any more vitality could be found in the employee than there would be at 80.

The National Automobile Chamber of Commerce comes out in all our dailies with a full page advertisement covering the present difficulties between employer and employee in their ranks. That it was compiled entirely from their point of view is very evident to all who read it. It brought out to me the well organized control over employees by General Motors, rather than the impression they aimed to make of a satisfied and contented army of employees whose remotest idea would be to organize under the A. F. of L. to better any of the drastic working

conditions to which they are at present forced to submit.

My recent contact with the Fisher Body Company was brought about through an assignment with the Miller Electric Company, of Detroit, which had at this time the job of replacing a section of the original trolley system to operate from a 180-cycle unit—another efficiency move for the operation of buffers, polishers and other hand tools along the line of march in this huge plant. This work was supervised by Brother Jack Gnass, of Local No. 58, who, with the co-operation of Brother John Brenner, of Local No. 212, as foreman, brought about a satisfactory installation in every detail.

We have, for several years, profited considerably through the annual visit to our city of the Miller Electric Company for reconstruction of electrical equipment at the General Motors' plants. Working for this outfit has always been a real pleasure. This was my first hitch with them, but many of the boys who connect with them every season hold them in highest esteem. Brother Gnass carried on as supervisor in a manner deserving much credit, which I am told is customary with this outfit, as in previous years McCarthy, Nichols, Robinson, Kolter, Wolf and others, all of whom I failed to have the pleasure of meeting up with, completed jobs at various times under their supervision and in all cases left our locality for their home town with the best wishes of all the boys of L. U. No. 212 who may have come in contact with them.

That Ol' Man Hardluck clamps down much tighter in some cases than in others is very evident from the following:

Brother Thomas Lorin, Jr., who for the past three years has been putting up an exceptionally hard battle against unemployment, recently placed three of his children in the hospital suffering with scarlet fever, a boy 17 years of age and a younger boy and girl aged three and four years. Despite all medical aid given, the younger two died within an hour of each other and at this writing the older boy is still under doctor's care. To make conditions doubly hard, Tom's dad, Tom, Sr., one of the old timers of L. U. No. 212, is so badly affected with a permanent affliction that it is very possible he will never return to work. His age and period of membership in the I. B. E. W. entitle him to pension, which he recently applied for, only to discover that about nine years ago a bit of negligence on his part placed him in bad standing which automatically bars him from our pension benefits.

Brother Mike Phillips, who for some time has been struggling to provide absolute necessities through laboring jobs for his wife and three children, the oldest being 15 years, was forced to place his wife in a hospital for an operation. On March 12, she passed away without even being brought back home. She had been in the hospital only a few days.

It is in cases of this kind that the entire membership of Local No. 212 extend their sincere, heartfelt sympathy to the affected members and their bereaved families.

THE COPYIST.

**L. U. NO. 245, TOLEDO, OHIO**

Editor:

Party days are here again. Yes, sir; we had a party day all planned for March 31. I cannot tell you yet about the success of this party, except that the committee has worked hard and long to put it over and every department has supported it wonderfully, so the party must and will be a success. But there is another party, an all-night party, that is worth mentioning in this column. On March 26, Dame Nature wanted





Boys, here is a group of old timers. This photograph was taken 21 years ago. These handsome, earnest, sober looking fellows represent 13 delegates to a convention. Who are they? How many do you know? Try to identify them all. Answer these questions: Who are they? When was it taken? Where was it taken? And what has become of each member of this group? For the best answer—and here is the nub of the whole story—Brooks Adjustable Safety Climber Company, of Lansing, Mich., will give a set of climbers during April, May and June.

a party so she got busy and beautifully decorated all the trees and poles, but in placing her sleet and ice on the wires so as to make the picture more beautiful she overdid it and several hundred of them fell from over loading. The trees and poles proved that they couldn't take it either, so they, too, decided to find the lower places, and found the highways and by-ways more to their liking. The result was that the streets were practically covered with telephone, telegraph, light and signal wire, twisted among the branches of fallen trees. At 11 o'clock at night crews of all these companies were started out to re-establish service. Several of the light company's main feeders were already locked out and more of them were indicating trouble each minute. The repair crews started repairing. The trouble crews started switching. The ice started to freeze faster. The sleet fell harder, as the hour grew later. But with untiring endurance morning finally came, as morning has a habit of doing. And 90 per cent of the customers did not realize that their lights had gone out during the night, and that 100 people were at that time out fighting the elements so that they could enjoy the modern conveniences which public utilities bring to their doors. The small percentage of people who were either out or looked out doors and realized that there was not much wonder that the lights failed to respond to their touch, perhaps at that time thought the company, through its employees, was doing all in its power to bring them back their service. But at any rate these workers remained on the line throughout the day and the following night to re-establish service. Then 100 tired workers, some merely dragging, after from 24 to 40 hours of continuous service, went home.

Those 100 men, even though their contract

was ignored as one would ignore the label on the bottle marked poison, still must think that there is still a chance of getting some kind of a recognition and at least a part of compensation that was lost either through stock purchases and payroll deductions or by the cutting of wages and the discontinuance of dividends. These men, without an exception, are standing pat on the contents of the proposed agreement, and all realize that the way to get recognition from the banking group (and the Chase National is no exception) is to strike for conditions granted us under the NRA, for the public utilities have not shown any willingness to co-operate in any way with our President in the Recovery Act, unless the public sentiment is aroused to a point where they demand it. There wasn't a man who worked that sleet storm who did not know right down in his heart that then was the time to bring their story to the public; to tell them (the public) the conditions under which we have been forced to live for the last four years, how the company cut our wages, cut our hours, cut our dividends, cut the number of our crews, in some cases cut out a driver in two-man crews, in fact cut everything but the rates. But with this at heart as well as in mind, these men went forth in battle formation as though an agreement had not been refused, as though the company had not refused to further negotiate with our committee, overlooking all this so that when the time does come they can face with a clean and clear conscience those of the officials who represent the company at these times without fear of contradiction as to our loyalty. So, after all the damage done by the sleet storm of March 26, 1934, it also furnished us a chance to furnish proof that we intend to remain clean until the last, and those little

difficulties that require a certain sort of a settlement shall be postponed until the time that open warfare is declared, and in the event that this does not come to pass, and we hope it does not, we will start over with a clean slate. After all, fellows, this is the better and more sensible way out.

EDWARD E. DUKESHIRE.

#### L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

One of the crying needs of today, under the present economic system, is the creation and maintenance of a balance between production and distribution of consumer's goods. In other words, unless we are to be afflicted with ever-recurring cycles of repetition of recent economic history, unmeasurable misery and suffering from privation and a starvation in the midst of plenty, a balance must be created and maintained between the retail market price of commodities and the purchasing power of the consumers—the market.

From the standpoint of efficient functioning, production may be left, and depended on, to take care of itself. Every modernized industrial nation can produce more than its people can use and does produce more than its people can buy. The industrial revolution solved the problem of production.

Not so, however, with the distribution problem. The major portion of the consumers of every nation are always in the position of being able to use far more commodities than they can buy.

This discrepancy between production and distribution would, alone, account for ever-recurring periods of depression. Production outruns the purchasing power of the market—"overproduction"?



A better way of putting it, and what really happens, is that, due to the lag in distribution, distribution is unable to keep production going, because of the inadequacy of purchasing power of the consumers to meet the market price of the commodities of production—"underconsumption."

It would appear from the above that the maintenance of an increased, if not an ever-increasing, purchasing power was indicated.

Lack of purchasing power spells lack of market. Under the present set-up, productive industry will not function without a market. Lacking a market, industry shuts down, causing unemployment. Unemployment decreases purchasing power. The old "vicious circle."

The major effective portion of the market for consumers' goods is mainly composed of the workers—when employed. The place to stimulate purchasing power is among the workers, either by increasing wages of the employed or by preventing unemployment from decreasing purchasing power. An adequate unemployment insurance plan, properly administered, will do both.

At the present time there is such an unemployment insurance plan, not only in existence but embodied in a bill that is now before Congress. This bill was recently introduced in the House by one of Minnesota's Farmer-Labor Congressmen, Ernest Lundeen, and is known as House File 7598.

The bill is an embodiment of the workers' unemployment and social insurance plan that has been endorsed by a large number of labor organizations, including a number of the state federations and several central bodies as well as many local unions.

Space forbids that I give a detailed account of the various provisions of this bill but for the benefit of those wishing to familiarize themselves with its content matter, will say that they may secure copies by writing to the Clerk of the House of Representatives and requesting that he send you a copy of House File 7598.

In closing, I wish to make the appeal to all those who may read this to write to your respective Congressmen and Senators in Washington, requesting that they get behind this bill, give it their whole hearted support and see that it is put across. Get your friends busy on this. Let us flood Washing-

ton with our demands for it. It is the biggest thing in the interest of labor that has come up in years. Let's get together and put it over.

W. WAPLES.

#### L. U. NO. 303, ST. CATHARINES, ONT.

Editor:

In these days of union membership increases and the enthusiasm that goes with it in some parts of the North American continent (though this area is not one of the parts, sad to relate—in fact, the 15 to 20 members of the I. B. E. W. hereabouts are dodging each other so as not to be asked for a touch of brotherhood) it would be well to point out, at this stage, what the pioneers of 100 years ago suffered in laying the foundations of the union idea. Thanks to a recent issue of the Labour Gazette, we find a short narrative of a few of these grand souls who ended their days in Canada.

I had expected our locals in the neighborhood of the resting places of these martyrs to draw the attention of our readers to them long before now. But you know it is mighty hard to give anyone else credit for an achievement when one is looking for the tap on the back all for himself. And I'm afraid those splendid people are gone and forgotten and not even known to those who should worship at their shrine.

Brother Bachie asks the question in the February issue, in referring to yours truly, "Why is he on the coke pile." Well, Brother, it is the old story, let the other fellow stand the brunt. Thanks for all those kind words.

Now the story of the Tolpuddle martyrs is this: They were six agricultural laborers, living near the village of Tolpuddle, in Dorsetshire, England, who, when their weekly wages had been progressively reduced from nine shillings (a shilling equals 24 cents) to eight and seven and then was likely to be reduced to six shillings per week (think of it, about \$1.50—sounds like relief aggravation), they took the lead in forming an agricultural laborers' union, in November, 1833, "to maintain the wages of farm servants." In other counties where agricultural laborers had joined the Grand National Consolidated

Trades Union, with headquarters at London, they were enjoying wages of 10 shillings. If I remember rightly, trades unions had been made legal 10 years before. But you know how the henchmen of capital can and do twist the law so that the poor man is legally robbed.

In this village a union was formed and in February, 1834, notices were posted reminding the laborers of the unlawful oaths act and of possible penalty of transportation. Three days later the six men were arrested. The judge directed the jury, who were all farmers or millers, to find the accused men guilty if they were satisfied that an oath or obligation—tantamount to an oath—had been administered.

On March 19, 1834, they were sentenced to the maximum penalty of deportation for seven years, "as an example to others." Hell! The leader, George Loveless, made the following statement on hearing the sentence pronounced: "My lord, if we have violated any law, it was not done intentionally. We have injured no man's reputation, character, person or property. We were uniting together to preserve ourselves, our wives and our children from utter degradation and starvation. We challenge any man or number of men to prove that we have acted or intended to act different from the above statement."

In spite of the protests against the sentence by persons of all classes the sentence was carried out and the "six men of Dorset" were taken to Australia, five near Sydney and George Loveless to Tasmania. The agitation increased in England, however, and in March, 1836, a free pardon was granted, but there was delay in carrying it out. George Loveless returned home in 1837, his brother, James, Thomas Standfield and his son, John, with James Brine returning in March, 1838. The sixth martyr, James Hammett, sailed for home in August, 1838.

Friends had built up a fund to pay various costs, and this fund was augmented by the proceeds from the sale of pamphlets written by George Loveless on his return. Five small farms were bought for five of the men; the sixth, James Hammett, went to work in Tolpuddle.

In 1844, the Lovelesses, Standfields, and James Brine, with their families, sailed for New York on their way to Western Ontario, where they took up farms near the present city of London.

Will Local Unions No. 120, London, and No. 773, Windsor, Ont., tell us what they know about these glorious dead, who rest near where they live and meet as union men?

They made an agreement among themselves not to reveal the past, and it was only in 1912 that the Canadian end of this story became known. In London and St. Marys, Ont., there are today descendants of five of these pioneers. It is most unlikely that all the regalia of the powers that be will recognize this 100th anniversary, but there will be real folks who will. And to close this letter let me say that to visualize what all the martyrs suffered is surely an inspiration to us who have been handed the torch.

To those descendants who hail this time of the year with blessed memories may I send my sincere good wishes and also say that words cannot express all I would like to say.

THOS. W. DEALY.

#### L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

"To bring back prosperity!" This embodies all promises the politicians have been able to make since it has disappeared 'round that corner. Yet, if it were possible, would it be worth while to bring it back?

#### "I AM ASKING YOU"

By W. S. PINDER, L. U. No. 134

You men of full and plenty,  
Come feel what I feel,  
Come see what I have seen,  
Waiting for the morrow.

Men, strong of muscle,  
Stunned, hopeless, hungry, waiting,  
Waiting for the morrow.

Men bowed down with grief,  
Their whole ambitions gone,  
Just waiting for the morrow.  
Each intent on something,  
They hardly know what,  
Just waiting for the morrow.

Perchance, they might hear the joyful words,  
"All right, fellows, report in the morning."  
Just dreaming of the morrow.  
Alas, the joyful words are only dreams,  
Dreams that take them back to yesterday,  
Which they hope to see tomorrow.

They tramp, tramp, like a marching army,  
Men of brawn, of muscle, knowing not  
where to go,

Just seeking the peace of the morrow.  
These men cannot do this forever,  
Their very souls cry out for something,  
That something of the morrow.

Their spirit is broken,  
These men of middle age,  
These men of yesterday,  
Hunting for the morrow.

You men, just what are you going to do  
With these men of yesterday?  
Are not you going to let them see the morrow?

They made this country what it is today,  
Must they be cast away?

Their hopes to be blasted, for the morrow?

You men, when to a cheerful home you are bound,

To your full and plenty,  
Just give a thought, today,  
To the fellow of yesterday,  
That he might be happy tomorrow.



Let us try to remember things as they were in the "prosperous" age of 1928. In the days when work was accomplished with feverish activity for the sake of profits; when every move we made had to count or the boss did not get his maximum pound of flesh. If we stopped to wipe our nose we were behind schedule and never could catch up.

"Shake a leg!" "Get it up there!" "That's good enough!" How familiar was that talk! We quarrelled about the overtime, about Saturdays' and Sundays' work for double time. On our off hours all we could think or talk about was work. We lived in order to work, and so, forgot to live.

At the same time, for three or four millions of us, employment could not be found. Millions who could have shared the toil were wise enough to get their livelihood in useless and harmful occupations. Millions more were just grafting, disguised as politicians and other parasites.

We are all broke now, so what was the use? The big majority of us have done nothing or very little for years. We worried about it, then became reconciled, then lost interest. Why go and lose our health and good looks on a bum job when like Ishmael in "Moby Dick," we abominate all respectable toils, trials and tribulations of every kind whatsoever? Not only because it is disagreeable, but because we get nothing for it. In Detroit, 23 or 24 millionaires slaughtered their own mortal bodies when the fruit of their tribulations came to naught.

When work is not performed, there is depression and oppression, money goes down, property depreciates, the nations decay.

We have no money, so let it go down; no property, so it can deteriorate for all we care—but we are the nation and we should not decay.

To go back to prosperity can not be done; we have to go ahead, not back, thanks for that.

Capitalism, having lost its motive power—profits—is finished, and much as it would like to, cannot cause any part of the tremendous amount of work there is to be performed. The press has always told us that a government of politicians can not run the industry or the farms. This to be manifest as the government is not running either one.

What then? It seems as though we will have to take a hand, for work must be done. The question is to go back to work, not to strike. Only, we must be re-employed altogether. Our aim is to control the electrical industry, construction, maintenance, operation and fabrication. A rapid survey will tell us how many hours are needed to do all electrical work. We will work those hours and only then will "our part" be done. To do our part is not sufficient, there is another more important duty, i. e., to get our share. Let that share be, for every man jack of us, top scale, temporarily. Around here it is only \$60 a week—modest enough. When other unions have control of their industries that share should be and will be a labor check that will entitle us to every single commodity and luxury fabricated.

Let us organize with that lofty object in mind. It is true that to organize is a hard, uphill fight. Let us try to understand the outsider. Only by doing so can we convince him. Let us tell him that it does not matter what the I. B. E. W., our house, has been like in the past, or what he has thought it was, it is now clean and in order and we are eager to receive him; that if he wants to change or improve things within our ranks he can help to do so when he comes in.

One side of the question needs our attention badly. What about the unemployed? We need them badly, lest we split into two camps—those who have jobs versus those who have no jobs.



You want the Journal!  
We want you to have the Journal!  
The only essential is your

Name -----

Local Union -----

New Address -----

Old Address -----

When you move notify us of the  
change of residence at once.  
We do the rest.

International Brotherhood of Electrical  
Workers

1200 15th St., N. W.  
Washington, D. C.

We can not take care of their dues and so  
cannot take them in, but a way should be  
found.

RENE LAMBERT.

L. U. NO. 317, HUNTINGTON,  
W. VA.

Editor:

Perhaps it will surprise you to see a letter  
from L. U. No. 317, as it has been a long  
time since hearing from us.

Since the last letter practically all of our  
members have been working some, thanks to  
the CWA, and the future looks better than  
for several years, though nothing to boast of.

We are hoping for an addition to the post-  
office here this year, also to place some men  
on the Gallipolis Dam, though the Dravo  
Company has decided to run the job open  
shop.

We are taking in a few men who have  
been on the outside, but there are plenty  
who have failed to take advantage of the  
opportunity.

We are getting up a new agreement  
which we hope to have ready by the first of  
May, when our present one expires.

We enjoy the letters from the many locals  
but wish more would take part, so as to get  
the views of many more who are seldom  
heard from.

THIS BUTTON IN YOUR LAPEL



proudly announces membership in  
the I. B. E. W. A handsome bit of  
jewelry, in gold and  
enamel. Solid gold, small  
size. \$1.50

Like so many of the scribes, we see many  
faults with the way the NRA has been ad-  
ministered here. Labor has one member on  
the compliance board, which is topheavy with  
members of the chamber of commerce and it  
takes months to get any grievance acted  
upon. We would like to see some teeth put  
into the act, such as Senator Wagner sug-  
gests, also Section 7 (a) made more explicit,  
so as not to leave any loopholes as at  
present.

So far none of our men have been em-  
ployed through the union but have had to  
register at the employment office.

If this escapes the waste basket, you will  
hear more from L. U. No. 317 in the future.

E. H. CURRY.

L. U. NO. 332, SAN JOSE, CALIF.

Editor:

I made a motion at our last meeting that  
Local Union No. 332 have a communication  
in the next issue of the JOURNAL and some  
bright member amended it, to have me ap-  
pointed to write the communication; so, here  
is the result.

For the first time in many months, or per-  
haps I should say year, Local Union No. 332  
was able, last February, to report all mem-  
bers working, thanks to CWA. I understand  
that this work is all finished, though not  
until there is some new set-up arranged. We  
were successful in placing about 10 men on  
this work, which lasted about eight weeks  
and I will say that all of the wiremen,  
plumbers, and carpenters employed were  
union men, but I think there were some non-  
union painters who got on. We can thank  
our efficient secretary of the Building Trades  
Central Labor Council, Brother Fred Vol-  
kers, for his diligent efforts in unionizing so  
much of this work.

Now for a brief summary of the labor  
movement in San Jose. Up until about May,  
1933, we had a Building Trades Council and  
a Central Labor Council with a combined  
membership of approximately 1,000 members.  
In May, 1933, the two councils were com-  
bined and at the present writing the mem-  
bership has increased to nearly 4,000  
members.

Among the various local unions organized  
recently are the cleaners and dyers, city  
firemen, milkers in the various dairies—and  
let's not forget the cemetery workers' union.  
Any member passing away can say that the  
last job he had done on this earth was done  
union, thanks to this organization. The  
milkers union applied to the A. F. of L. for  
a charter and were informed that they be-  
longed to the teamsters' union men, regard-  
less of what organization they belonged to.

Local Union No. 332 hasn't lost any mem-  
bers due to the depression as we have been  
able to carry the unfortunate members who  
have been unable to pay dues and I think  
that is quite an achievement in any local  
during this period of dull times.

I have noticed letters from various press  
secretaries lately complaining of poor atten-  
dance at local union meetings and I will  
state that we had the same condition until  
we revised our by-laws, to-wit: "The monthly  
dues shall be \$4.50 per month. However, each  
member shall be allowed 50 cents to be ap-  
plied to dues for each meeting of the local  
union he attends."

That, Brothers, was the solution of our at-  
tendance problem. Up until that section was  
adopted and three years previous we had an  
average attendance of 13 per cent of our  
membership. Immediately after and up until  
the present time, I can truthfully say our  
attendance has been nearly 50 per cent and  
has been for the last three years. So, draw  
your own conclusions.



There is one more case of labor organization going on at the present time that I did not list in my above summary as I am doubtful as to the breed of it. The Pacific Gas and Electric Company employees are organizing a union for employees only and it looks very much as if it has the old company union stamp on it, for the simple reason the company has not been opposed to it. Every one knows that the P. G. & E. has always been opposed to any organization that the employees joined that they might derive some benefit from it in regard to hours or wages. I am sure that would be enough to convince me that the only one to benefit by it will be the company.

L. W. BRANCH.

#### L. U. NO. 339, FORT WILLIAM, ONT.

Editor:

It was most gratifying at our last meeting to see at least a few faces which we had not seen for some time. I don't know whether it was in answer to my continuous pleading in the JOURNAL for better attendance, or not. Anyhow, we hope to see more in the near future. Attendance at the meetings is one way to show our appreciation of what is being done for us through organization, also tends to give encouragement to our officers to carry out their arduous duties.

We had a short but interesting meeting. The question was broached regarding the pensioning of civic employees. It was finally decided, after much discussion, to write all civic departments, organized and otherwise, asking them to appoint delegates to attend a joint meeting, the date to be set by our local union, to draw up some form of pension plan to be presented to the city council at an early date. We sincerely hope they meet with some measure of success, as a number of our members have long service in the various civic departments.

Our president, Charles Doughty, together with several members of the Trades and Labor Council, made a trip by aeroplane to visit the lumber camp in this district. Several members asked our worthy president to give us his experiences as a flyer, but nothing doing. He ruled all elevated questions out of order. He appeared to be very nervous and kept going up in the air, so we finally let the question die, but before doing so we conferred upon him the title of "Ace Doughty," the flying president. Watta president!

The Ontario government has appointed a man, in the person of J. J. Kelly, of Port Arthur, to enforce the administration of the minimum wage act for girls in this district. This action on the part of the government is past due, as this act should have been enforced years ago. We certainly endorse this move or any move that is for the betterment of the working class.

We also congratulate Mr. Kelly on the good work he has accomplished since taking over this work and I think it is the duty of every worker to give him every assistance in enforcing this act to the satisfaction of all concerned.

I had a letter the other week from a member of Local No. 134, of Chicago, and it certainly was gratifying to note the optimistic spirit all through his letter. NRA has certainly accomplished much for his local union. I only wish the spirit of NRA would spread throughout the Dominion of Canada, although the prospect for a little better summer is in evidence at this present time. The Dominion government is going to launch a program of public works for the coming summer, instead of the direct relief program which exists at the present time.

Here's a thought that just went through

my mind. Many men who have steady employment are in the habit of doing all repairs and renovating in their own homes. I honestly think that if every man employed was to quit this habit and remember that the other man has a right to live, that much unemployment could be relieved. Just for example, I was down street the other week and there was a locomotive engineer, who has steady employment, on the top of his house sweeping the chimney. This is only one small instance, and no doubt there are thousands more. So, try to remember, boys, when you have plumbing, painting, decorating, or even chimney sweeping, or any other job outside of your own trade, call in the other fellow and give him a break.

By the time this letter is published, spring will be with us and with it comes the thought of motoring, fishing, and all other outdoor sports that go to make up our summer's activities. Tourists from the great country to the south of us will be returning to visit us. Therefore, I take this opportunity of extending to any of the boys who are contemplating taking a trip this summer to come up and see us sometime. Fort William and Port Arthur are situated 200 miles northeast of Duluth, a wonderful scenic drive along the north shore of Lake Superior. The invigorating air together with the grandeur of nature's handiwork will do much to make your holiday very healthy and enjoyable. These twin cities are noted for their wonderful summer climate (you will note I don't mention the winters). There is always a nice cool breeze blowing off Lake Superior, even on the hottest days. There are many places of interest to visit, good fishing and hunting in season, and above all we have the best of beer, mellow with age. All the above-mentioned, together with the hospitality that Canada offers to her American friends will make your trip not only interesting, but something to be remembered for many years to come. So, here's an invitation, boys. Come up and see us this summer, and don't forget to call on Local No. 339.

In closing we extend our sympathy to Brothers Watt, Suni, and Fred Shirley, who have been on the sick list for some time past, and we hope that they will be back on the job by the time this letter appears in print.

F. KELLY.

#### L. U. NO. 353, TORONTO, ONT.

Editor:

In our letter in the February issue of the JOURNAL we stated we would welcome the criticisms of our fireside members and if the rest of the organization takes our suggestion as much to heart as the membership of this local union and the editor sees fit to print their remarks, we expect to see the April issue of the JOURNAL rivaling in size the Encyclopaedia Britannica.

I am sorry that I unintentionally put Brother Selke on the spot with the last letter, and I have asked his permission to write this letter to the JOURNAL in order to correct a false impression made by the previous letter. The material contained in it was compiled by me and I was solely responsible for any and all remarks contained therein. Brother Selke, who is business manager of the Maple Leaf Hockey Team, is a very busy man at the present time, winning the National Hockey League Championship and also, we hope, the Stanley Cup. He signed the letter as I requested him to do without giving it a great deal of thought, so now I hope the same members will turn on me next month and vent their wrath where it rightly belongs.

From time to time we have read very interesting articles, pro and con, regarding public ownership. We are not going to state our personal views or discuss the underlying principle of public ownership as no one would give us 10 cents for them regardless of what they might be worth, but we would like to point out a few things that are happening in this city that might be of benefit to some other locality where the matter of public ownership may be brought up. Our grievance at the moment is with the administration of publicly owned projects.

This city is celebrating its centennial this year and our city fathers look with pride on the great public undertakings we have that are controlled by public ownership, such as the hydro-electric system and the street railway system, both public ownership enterprises. At the present time the Toronto Transportation Commission, composed of three men appointed by the city council, are trying to force their employees to take a reduction of 8 per cent. If they fail to take this reduction they are going to force them into a board of arbitration and ask them for a 15 per cent reduction. In the last two or three years they have changed more than

### The Local Union Grave Digger

By G. L. MONSIVE, L. U. No. 595

In nearly every union organization may be found quite a number of members who consider themselves leading members, but who in truth are helping to dig a grave for their own local union.

They do it through their failure to support union institutions which make the locals what they are. They do it by patronizing stores whose clerks have no union affiliations or attending picketed theatres. It's done frequently through sheer disregard of the union organization of which they are a part.

The doctrine of buying union is not advanced solely in the interest of individual members, it is advocated because every member of a union is, to a certain extent dependent upon every other member for his own prosperity. Business managers are sometimes as greatly at fault as any other member in the matter of non-union buying.

Should the plumber purchase a non-union suit of clothes, the electrician a labelless hat and the projectionist dine at a non-union cafe, and so on, how can we expect to build local prosperity and conditions? All the fine talk about unionism that we may indulge in will never make a union, so long as the life blood of the organization—the cold cash—is spent non-union.

A man may make boasting speeches until he becomes black in the face, but unless he spends his union made money where he makes it he is a local union grave digger.



one-half of our city cars to one-man operated cars, thus doing away with a number of employees, and several other things of this nature, too numerous to mention.

The Toronto Hydro-Electric some 18 months ago decided to install electric water heaters, and to the ordinary electrical consumer it looked like a very pleasing proposition. It permitted the consumer to pay off this heater by a small amount being added on to each electric bill over a period of years. They called for contracts on this work and inserted that union or prevailing rates must be paid, yet in view of this they let the contract to two contractors, one in the east end of the city and one in the west end of the city. The one contractor did all the work himself with the help of a plumber, while the other contractor devised the brilliant idea of sub-contracting his labor on a basis of \$2.00 per heater. This means a man doing a job must have a car, carry his material, tools and an extension ladder and install a heater at any location in the city. If for any reason there is a defect he must return to the job and fix the defect at his own expense.

This matter was taken up with the manager of the Toronto Hydro-Electric and he gave us the satisfaction of telling us that it was unfortunate, but if the heaters cost any more for installation they would have to discontinue putting them in, which no doubt he feels would be a public calamity. We next took the matter up with one of the hydro engineers who was closely connected with letting the contracts and asked him why he did not enforce the contract so far as union or prevailing rates were concerned, and he told us he felt that after they inserted the fair wage clause in their contract they had done exceedingly well and it was not up to them to see that it was lived up to. In other words, the enforcement of the terms of their own contract was of no concern to them, at least that part of it which is meant as a protection to the workers.

We are now given to understand they are about to install ranges along the same lines, and all this is going on while our contractors and supply houses sit humbly by, without a protest, biting their finger nails and asking each other when prosperity is going to get around the corner. No wonder they are erecting a concrete monument on University Avenue to the father of the hydro, the late Sir Adam Beck. We shall soon have to change the little poem regarding the house and the home to read: "It is not the house that makes the home, but the number of electrical appliances installed by slave labor that are within."

CECIL M. SHAW,  
Business Manager.

#### L. U. NO. 377, LYNN, MASS.

Editor:

Who would expect to hear a bedtime story from the steam roller man at the city stables? Well, this same admiral of the oat crusher, while wiping the white spots from his plaything, picked up a little tweet tweet with a broken wing. It tried to bring home an exceptionally large order of fodder to the kiddies when it met with disaster. He placed it behind the boiler and fed it brand new oats for three weeks.

Soon the little limey brat would come out and climb all over him. To corroborate this, he showed me the hat. The mate, who had been having a good time during his illness, saw the oatwinner of the family able to get about a bit, enticed him to take wing again. So, after listening for an hour, I started to get drowsy, and had a faint vision of him waving his arms at the conclusion. I think he said that when he sees that bird on his

## COURT DECISION

Rendered in a Suit in Equity of a  
Member of Local Union No. 3 vs.  
The President of the Local Union

The following, sent in by Local Union No. 3, is a court decision rendered in a suit in equity of a member of Local Union No. 3 vs. the president of the local union:

"February 5, 1934.

#### "3004 DIEMER VS. WILSON "DECISION

"THE COURT: (Orally) It appears from the evidence before me that in the year 1929, and continuing down to and inclusive of April 6, 1931, a working rule of the defendant required a member of the defendant local union, before working on telephone work, to obtain permission from the business manager's office to do such work; that plaintiff did work on telephone work without having first obtained permission from the business manager's office, in violation of this working rule. That irrespective of whether the plaintiff should have been served with written notice of charges against him, it appears that the plaintiff herein submitted to the defendant's jurisdiction and proceeded with and took part in his trial by the defendant. He was found guilty of the charge preferred against him. A fine was imposed upon plaintiff, but no part of it was paid. The defendant union's constitution and by-laws provided for an adequate remedy of appeal from defendant's decision against plaintiff. Plaintiff, however, failed to avail himself of the right to appeal. He has not shown himself entitled to any relief in this action. The revocation in 1933 of the fine imposed on plaintiff by the defendant in no way affects plaintiff's conviction.

"Judgment is rendered for the defendant, dismissing the complaint on the merits. Submit findings and decree on or before February 19, 1934."

route at lunch he makes a detour around him, or the little fellow posts a red flag, or sumpin.

Deep slumber overtook me; dreams of horses, steamrollers, asphalt and little birdies came tumbling in on me. He made so damn much noise, sleeping was out of the question, especially so when the ancient mariner of the roller had branched into a rat story.

It was along about that passage I awoke. His arms were stretched as far apart as he could stretch them, and he was saying, "It jumped up on that bench where you are lying and bit the fellow right on the nose."

Holy smoke, was I awake? The smoke pipe looked like a big python coming down to cuddle me. The clock said five, and in a trembling voice I bade him good night. I didn't put in for overtime, and was unable to eat my oatmeal for supper.

ENNY QUIMBY.

When you define liberty you limit it, and when you limit it you destroy it.—Brand Whitlock.

#### L. U. NO. 382, COLUMBIA, S. C.

Editor:

It has been some time since my pen has graced the columns of our wonderful JOURNAL, which grows better and better each month, thanks to the untiring efforts of our Editor.

After consultation with my very good friend, "Hard Rock" Johnnie Rivers, I could easily see that I was threatened with grave bodily harm if I did not have a letter in the April issue of the JOURNAL.

Now for some local news. The old saying of "No news is good news," is incidentally very true. In our case it has been proven true. All of our boys have been working steadily since the first of December. We have taken in several new members, and have several applications on hand at present.

President Roosevelt's New Deal has certainly been a help to the people of this neck of the woods. The RFC, CWA and the PWA have helped the boys to get the kinks out of their I. O. U.'s.

That countryman, Brother C. O. Gamble, reports the beginning of farm activities. Go to it, Oscar, I can almost taste those juicy watermelons now. Besides me and Mrs. Me have to eat, so be sure to plant plenty of beans and things.

C. T. GARTMAN.

#### L. U. NO. 418, PASADENA, CALIF.

Editor:

Spring is here again and Southern California is now at its best. To our distant Brothers in colder climes we express the hope that by the time this is being read you, too, may know the joys that springtime brings.

Summer temperatures of the past two months have served to fire the determination of our organizing committee to make Pasadena's light department employees 100 per cent union. Twenty-five new members were added in March and 25 more are signed up for initiation in April. Open meeting are being held the second and fourth Fridays with good speakers, entertainment and dancing on the program. All workers in the electrical industry are invited and urged to attend.

What to do with light department earnings is a much mooted question in certain circles outside of the department. It apparently has not occurred to these people that the best way to disburse any surplus is in the form of better wages for its employees. The objectors to this policy are doubtless in the same class as those responsible for the Los Angeles Chamber of Commerce's attitude toward the 30-hour week bill, declaring it a halt to recovery, in their protest to Washington. Some one is still trying to recover what little the workers have left.

The matter of bringing Boulder Dam power to Pasadena from Los Angeles, where the high lines now building will terminate, is being studied. It will be necessary to build a line at an estimated cost of \$210,000 or accept an offer of the Southern California Edison Company for the use of their existing lines. Another plan calls for a bid by the Los Angeles Power Bureau for delivery here.

Spring's advent brings another problem to the light department, that of keeping modern Franklins from being electrocuted by its high lines, some of which have been burned down by kite flyers using fine wire for string, with serious injuries to the flyers as well. A survey has been made of all playgrounds and the dangerous places barred to kite flyers. Our safety committee urges like action in other communities.

The Southern California Edison Company's drive to increase annual domestic kilo-



watt hour consumption through rate decreases and an enlarged program of sales co-operation with dealers and manufacturers, is putting figures on the upgrade again, after lapsing 6 per cent to 681 the past year. Increased interest is being shown in water heaters and ranges with the company's new rate of one cent per kilowatt hour in the residence of a range and water heater user, with the use for all purposes of 225 kilowatt hours or more per month. This cuts the old rate in half. Wiremen throughout the districts served are benefiting by the numerous installations.

H. W. HUNEVEN.

#### L. U. NO. 452, EASTON, PA.

Editor:

Some more news from Easton, Pa. We are still on the map as you can see. Since our last article in the JOURNAL things have happened in this neck of the woods. You want to know what? O. k.

On January 22, this local held the election of officers and on January 23, your scribe, who is also recording secretary of this outfit, and the president were laid off by the Associated Gas and Electric Company. Also, last but not least, four linemen and one truck driver were laid off in the space of a couple of days. Not so good for our organizing, did you say? Right you are.

The local got in touch with the guardian angel of this outfit, Organizer E. A. Fackler, and gave him the sad news by telephone. He advised us to sit tight and hold everything until he arrived on the scene. The ball was started rolling to get to the bottom of the case.

The seven men laid off were all employees of the Associated Gas and Electric Company, Easton, Pa. The company's officials explained in each case that the men being laid off were satisfactory in their work, etc. But finances were cut for the various departments and it was necessary to lay off men to make up for the lack of funds. Such was the company's statement.

Now, then, where our kick comes in, each of these seven men were and are members of Local No. 452, and two of the seven are officers of the local. To all appearances it is highly significant that if lay-offs were necessary how did it happen that only seven men were laid off and each of them a union man? So, figure that one out.

Brother Fackler has our case in hand and we have great faith in him. He has taken all necessary steps, and so the unemployment situation in the local will be taken care of at the proper time, which we think will be soon.

At the best this is a tough territory to organize and when a local is just started and some of the members get laid off it is twice as tough. Our rapid organization stopped and disaster for the local seemed sure. But we kept a stiff upper lip and forged ahead in spite of the calamity howlers. Our membership is slowly growing and it is a steady growth. Finances are coming in each meeting always better than the last.

Locals No. 562, of Reading, Pa., No. 452, of Easton, Pa., and No. 233B, of Dover, N. J., are more or less interlocking as each local is organized in the Associated System and all members are employees of the same company. We have about the same problems and there is considerable personal contact present between the three locals. Our conditions are about the same and wage scales are nearly alike. Also, Brother Fackler is the guiding spirit in each of the three. Therefore, we work along the same lines as much as possible.

Our Dover, N. J., Brothers are organized above the necessary percentage and have

## Limitations of Rod Grounding

By J. G. LATTI, L. U. 509, Lockport, N. Y.

Without sufficient reflection, many foremen and engineers are inclined to place too much reliance on the effectiveness of ground rods in certain applications.

Such applications are those in which the rods may be called upon to carry fault currents until fuses can blow or circuit breakers open. If the resistance be too high, the time during which the fault current flows may become so prolonged as to endanger life or to set fire to property. In fact, since the resistance of such a ground will rapidly increase when carrying current, due to drying action, it can be readily seen that if the protective device does not operate at once it will probably not operate at all.

For lightning arrester service on distribution lines, rods are usually satisfactory as the service interval is so short that little change in resistance can take place. However, the effectiveness of an arrester depends largely upon low impedance to ground. In many cases this effectiveness is seriously impaired by high contact resistance between the rod and the soil.

In important situations, the use of multiple rods, plates or cones may be well justified, particularly with certain types of soil or soil conditions. It is certainly better to be on the safe side as sufficient grounding surface installed usually costs but a small fraction of the value of equipment or property protected.

Mention of several instances in the experience of a Western New York utility may serve to illustrate the point in the above statements.

Several years ago a lead carrying a rather heavily loaded secondary in a business section was rebuilt. The neutral was grounded to rods driven at alternate poles. It so happened that no new-code installations had been made among the customers served. Consequently, the only neutral grounding was that at the poles. A short time after work was completed, two customers complained of lamp burnouts immediately following the operation of certain switches. The circuits were found grounded but protected both sides by 15 ampere fuses. Voltage from neutral to a real ground was in the neighborhood of 110. This situation would have been very hazardous to a single low-capacity new-code installation, or with a primary cross.

Another case in which a very serious life hazard existed, involved a 440-volt, three-phase power installation. Men were badly shocked on attempting to start a motor. The starter and the lighting conduits were bonded to the power conduits which were in turn connected to a three-fourth-inch ground pipe, there being no water piping on the premises. Inspection showed all bonds in good condition, while everything was heavily charged. A new ground pipe was driven without appreciable effort, but 16 old conveyor buckets buried in coke breeze cleared the trouble, by blowing a 30-ampere fuse. The reason for the failure of the ground pipes lies in the fact that they were driven through a layer of cinders into an old quarry dump, which, however, did not prevent the driving of the pipes.

Another case in which a rather extensive 440-volt conduit system was "hot" resulted in a fatal fall caused by shock upon contact. The regular ground was poor but an underground conduit run would have saved a life if a blushing had not been loose in a pull box.

When a station-type, 15,000-volt arrester was installed, four one-inch galvanized pipes 10 feet long were driven through a concrete floor into soil so saturated with water from a spring that water flowed out through the holes made in the floor. This should certainly have insured a good ground. Tests by taking resistances in pairs showed a resistance to ground for the four in multiple of 11 ohms. Since the maximum resistance permissible for the arrester was 15 ohms, this was satisfactory but would have been high for a service ground.

Another situation not without its humorous side appeared at a farm on the outskirts of the city. A lighting service grounded to a buried pipe, came down just inside the door to the stable. One day, following a shower, things began to happen. Horses refused to step out of the door; it was impossible to use a yard hydrant about 50 feet away; the wire fence around a pasture was charged by a pipe supplying a drinking trough, from which the cattle refused to drink.

The source of the trouble was found in a reversed service connection several hundred yards away. This condition existed intermittently for several weeks before being brought to the notice of the company. It was of course impossible to estimate the loss in unmetered current but it must have been considerable.

contacted the company. Easton local is preparing to do the same this week and make our first contact. We are now in a position to do so and by the next report to the JOURNAL there should be considerable good news.

Concerning the district executive council, to be composed of members of all locals in Pennsylvania in the Associated System, there will be held the first meeting at some central point in the state early in April.

More next month.

WALTER A. RANKIN.

#### L. U. NO. 459, JOHNSTOWN, PA.

Editor:

Due to the fact that we have not as yet elected a press secretary, and desiring to have representation in the next issue of the ELECTRICAL WORKERS' JOURNAL, the boys have asked me to do a little pinch-hitting. Not knowing much about baseball and being considerably less literary minded, you will please read the following with sympathy for the writer.

We installed our charter on January 25, 1934, and since that time have been holding meetings the first and third Thursdays of each month. We have been very fortunate in having with us at several meetings International Vice Presidents Arthur Bennett and Edward F. Kloter, who have greatly assisted us in the election of officers and process of organization. They have also explained the workings of the I. B. E. W. to the great satisfaction of the members, and were instrumental in our starting out with a membership of approximately 125, which has been rapidly increasing since the installation of our charter.

We are employees of the Associated Gas and Electric System, employed in Johnstown and vicinity. We have felt for some time that we have not been treated fairly. Now with the help of the I. B. E. W. things are progressing nicely until they have reached a point where in the very near future we expect to draw up a tentative agreement to be presented to the company.

I have noted an article in the February issue of the ELECTRICAL WORKERS' JOURNAL,



from L. U. No. 452, Easton, Pa., which is also composed of employees of the Associated Gas and Electric System. I am interested to see they are progressing right in step with our own local. There are already several locals organized and more becoming organized in our company. We feel that in a short while all employees who have not already signed up and are eligible to join the I. B. E. W. will have been convinced and see their way clear to go along with the rest of us.

I hope that by the time the next issue of the ELECTRICAL WORKERS' JOURNAL goes to press we will have appointed someone who can write something more interesting and beneficial to the I. B. E. W.

B. E. LAPE.

#### L. U. NO. 656, BIRMINGHAM, ALA.

Editor:

Just a few lines to inform you and the Brothers that Local No. 656 is still doing business at the same old place, with a few to attend all meetings. On our last meeting night a committee from the painters local called on us in regards to having signs painted for the temple. Also a committee of women from the new local of garment workers, who informed us that the Johnston Shirt Shop was out on a strike and that they had some trouble with the strike breakers and had been arrested. They called on this local for assistance, and were assured that Local No. 656, I. B. E. W., stood ready and willing at all times to assist in any way possible.

This is about all the news at present, unless it is the card I am enclosing, which will explain itself:

"LEWIS A. (GUS) MONTGOMERY

"Candidate for

"LEGISLATURE

"Jefferson County

"Subject action Democratic Primary, May 1 and June 12, 1934

"A man out of the ranks of labor

"What I stand for and will use by every effort to have same enacted into law:

"(1) An old age pension law for Alabama, the money with which to pay same to be raised without additional taxes upon present taxpayers.

"(2) Reduce license tags on all passenger automobiles to \$3.50 per annum.

"(3) to create a law to allow a \$3,000.00 tax exemption on a homestead.

"(4) Amend law to allow a person to pay two years back poll tax and become eligible to vote.

"(5) Establish a civil service law for all state and county employees.

"(6) Stop sale of prison-made goods in competition with free labor.

"(7) Enact a law to regulate and more evenly distribute the county school boards to have only one elected from the same district.

"(8) To enforce strict economy in government.

"(9) Have law regulating lobbying strictly enforced; and if no suitable law, to have law passed against this practice.

"(10) Lower the rate of real and personal taxes and seek the needed funds through other channels, speculative, etc.

"(11) To work for adoption of Child Labor Amendment."

LEWIS A. MONTGOMERY.

#### L. U. NO. 723, FORT WAYNE, IND.

Editor:

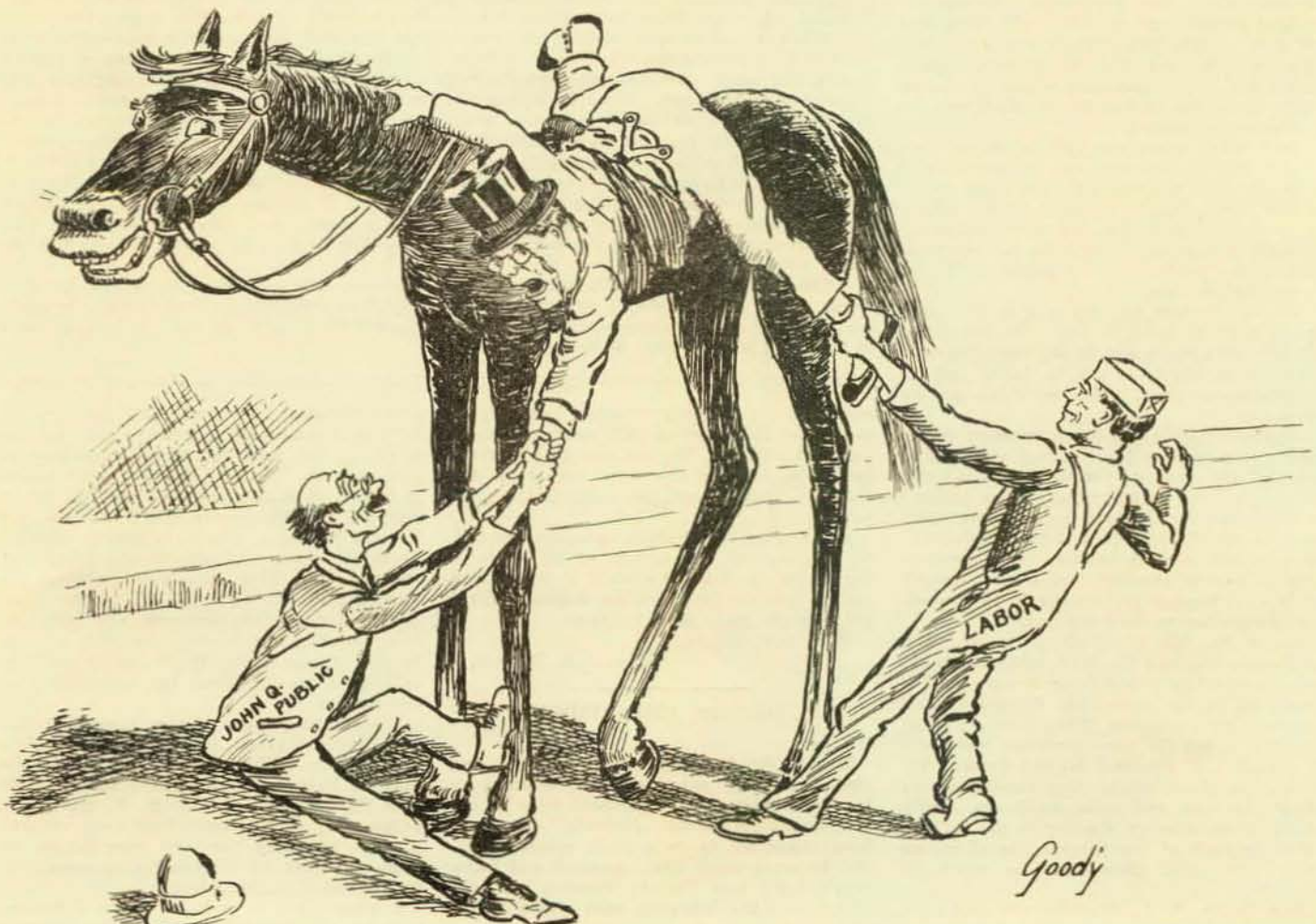
We as a branch of this great labor organization of electrical workers have not as yet paid our respects or given credit and thanks to our highly esteemed officers and fellow workers who are responsible for the publication of such a wonderful trade journal, which could be truly named the "Monthly Encyclopaedia of the Electrical Workers and Operators."

Mr. Editor, we are proud of the men who are trusted with the compilation of our trade journal. The general improvement from month to month is detectable and very gratifying to our thousands of members who are earnest readers and great admirers of the best union magazine published on this continent.

While the bouquets are being strewn around to the deserving, may I, through the medium of the JOURNAL, thank the Brothers in Local No. 723 for their kind words of en-

### MR. EMPLOYER, COME OFF YOUR HIGH HORSE!

Drawn especially for Electrical Workers Journal by Harrie S. Goodwin





couragement. Your sincere thoughts and complimentary remarks are greatly appreciated.

Brothers, while we are on the topic of encouragement to one another, don't you think we are lax in our duties to each other? Whatever line of endeavor a man might follow for a living, whatever his creed or political belief might be, we ought to show praise for any worthy deed. You know yourself that a kind word, and a pat on the back go a long way toward softening life's stormy road. Don't wait until a man is dead and then walk up to his coffin and remark over his dead body, "What a fine fellow he was!" If a man is worthy of praise, let him hear it.

Say, fellows, if compliments were dollars, I'd be broke right now, but the thoughts are sincere and concern the welfare and good of our local union. I want to introduce you to the most entertainin'est entertainment committee you have had the pleasure of meeting. I can lay stress and emphasis on the above remarks, simply because I have the full endorsement of the local at large, and that is quite an exception on most problems.

Here are the names, Brothers: Harry Pickett, Frank Tetlow, "Stormy" Offerle, Carl Milboom, Andy Fosnagh and Walt Moses. If you can find any Scotch names in the aforementioned, let me know, but I am sure it would not be the means of shaking our confidence in our hard working entertainment committee. Their specialty is stag parties, now that beer is legal. If any other local entertaining committee wishes advice on how to put on a whiz-bang, rip-snorting party, just write any members of our committee and they, I am sure, will be glad to advise.

With the increase of our membership, we have been very fortunate indeed in obtaining such intelligent members.

Union sentiments as expressed at our meetings by these new Brothers were not acquired in one day, or one year, they are truly inborn qualities.

The common-sense point of view expounded by such young members certainly lends encouragement to our cause. Stay with us, fellows; the results you have achieved in such a short time prove to you that organized labor is your only solution to bolster your wages and better your conditions.

From the action shown by a few fellows all they want is to be on the receiving end. They are not willing to make any reasonable sacrifice towards a good investment. We are proud of the fact that they are a very few, as we have got to stick, not three months or six months, but always. In unity there is strength, so let us keep that in mind at all times. Let us show our employers that we are staying organized, and that we do not intend to be caught unorganized again. One severe lesson ought to be enough for a lifetime.

W. H. LEWIS.

#### L. U. NO. 734, NORFOLK, VA.

Editor:

Meet the gang (continued from February issue):

Brother George W. Adams was born in Washington, N. C., where he lived up to the age of 21. Moving to Philadelphia, Brother Adams worked for the Electro-Dynamic Co. and at Cramps Shipyard. He went to sea on the American Line for seven years, making 102 round trips in the transatlantic run during that time. Brother Adams was in business in Philadelphia 20 years and also worked at Philadelphia Navy Yard. During the Spanish-American War, Brother Adams served in the Navy as a chief machinist. In 1920, he came to Norfolk and followed the electrical business here until 1925, when he

entered service at Norfolk Navy Yard, transferring from Local No. 80 to Local No. 734, in which he still holds membership.

Brother George B. Bryant was born in Southampton County, Va., in 1887. At the age of 16 he went to the old Chamberlain Hotel, at Old Point Comfort, as electrician's helper. There he remained eight years. Leaving the Chamberlain, Brother Bryant worked in a lumber camp commissary and at Hopewell, Va., in the early days of that city. At the entrance of the United States into the World War, Brother Bryant was sent to camp Lee for three months, afterwards serving in France with the 165th infantry—popularly known as the "Fighting Irish." Brother Bryant narrowly escaped death at the second battle of the Marne when a German bullet entered his chest, tearing a path through his lungs and out through his side. Upon discharge, after several months in the hospital, Brother Bryant was given three years' vocational training and has worked in Norfolk Navy Yard for the past eight years. George has been a member of Local No. 734 for eight years, missing only eight meetings in that time, and is vice president of the local.

Brother J. Fred Cherry was born at Norfolk, Va., in 1882, and has worked at the electrical business for the past 34 years. In 1906, Fred was business agent for Local 80, at the Jamestown exposition. He is a charter member of Local 734 and has served as its financial secretary for 14 years, has been a member of the shop committee in Norfolk Navy Yard for 12 years. Brother Cherry has served on the executive board of the Virginia Federation of Labor seven years, chairman of its national legislative committee two years, was first vice president two years, and president two years. He served two terms as president of Norfolk Central Labor Union and is now a delegate to that body and to the Portsmouth Metal Trades Council.

Brother Victor M. Sylvester was born in Pasquotank County, N. C., in 1900; started work on a farm at the age of nine, attended public school until 13 years of age and then went to work in a printing office at a salary of \$2.00 a week. He was refused a raise in pay after eight months, and left to work for a combination farm produce and electrical supply house in Elizabeth City. In 1916, "Vic" went to work in Norfolk Navy Yard, where he remained until 1921. In 1924, Brother Sylvester returned to Norfolk Navy Yard and his service has been continuous to date. Sylvester became a member of Local No. 80 in 1917, transferring to Local No. 734 soon after its organization. He has been in continuous good standing since 1925. Somewhat reluctantly, "Vic" became active in labor about seven years ago and has served as trustee, vice president and president of Local 734, and is now serving his second term as President of Portsmouth Central Labor Union. Brother Sylvester has served well in all his offices, particularly in the arduous office he now holds.

Brother Vernon E. Sauvan was born at Amesbury, Mass., in 1890, graduated from grammar school at the age of 15 and went to work. Brother Sauvan served in the navy as electrician and radio man and after leaving the navy, went to work for the Postal Telegraph Company. In 1926, "Sedan" went

to work at Norfolk Navy Yard and became a member of Local No. 734 that year. "Sedan" is a past-president of Local No. 734, a member of the shop committee and at present treasurer of Portsmouth Metal Trades Council.

Notice to members of Local No. 734: The press secretary experiences considerable difficulty in getting these biographies and unless the members will hand in their own pedigrees, he will be forced to discontinue this series. Ignore alphabetical order and let us have the information.

SAUVAN.

#### L. U. NO. 773, WINDSOR, ONT.

Editor:

Brothers, of late we have been hearing a lot about banking trusts, and trusts out to wreck our organizations, but I have not heard much about the international arms trust, which to my mind is a great menace to the workers of the world, for this trust breeds hatred in our hearts against fellow workers, under the guise of patriotism. We are conscripted for war to make huge profits for big business men who keep quiet for the obvious reason that their business is killing.

This trust is very busy just now. Never a day passes without some country talking war. Thousands of Chinese workers were wiped out near Shanghai not so long ago by the Japs, who were receiving ship loads of scrap iron and material for making munitions from Canada, which refused to sell the starving Chinese wheat, of which we have an abundance.

Space will not permit my going into this matter as I would like. Therefore, I can only touch upon a few items. It cost \$25,000 to kill a soldier during the World War, as against a gangster killing, which seldom exceeds \$100. The Nazi leader, Hitler, was financed by the trust. The arms trust bosses the French press, banks and mines. During the World War the French army was forbidden to shell Briey Basin, source of steel for German guns; in return the Germans let Dombasel alone. A French General was reprimanded for speaking out loud, when the artillery only had a 10 mile penetration to come close to German ruin, which would have upset the trust's apperact.

Now to give you the names of those in the trust's set up, I will start with our native country first: Sir Austin Chamberlain, winner of the Nobel Peace Prize in 1925; Sir John Simon; Sir Basil Zaharoff; Dean Inge, famous English cleric. These gentlemen are the principal shareholders in the firm of Vickers-Armstrong.

Next we have Charles M. Schwab, chief shareholder in the Bethlehem Steel Corporation, who in 1927 said that his factory would turn out no war implements unless occasion demanded, yet their booklet advertises about every kind of war material, from "armour-piercing projectiles" to "pierce-proof armour" and battleships. Eugene Schneider, head of Schneider-Creusot, world's greatest armament manufacturers, leads in the export of materials of war.

August Thyssen, who controls the German arms trust—the Thyssens play both sides impartially when it comes to stirring up war. Thyssen gave cash to brown shirts, because German Social Democrats were for ways of peace.

Krupp Von Bohlen, head of the famous Krupps, of Essen, which is exporting tons of war material, though they are forbidden by a treaty.

Every shell blown off nets the trust a nice fat profit—it matters little what the shell hits. They say: In peace, disturb it; in war, prolong it. Destruction is armorer's profit.

With these words, Brothers, I will close

#### VEST CHAIN SLIDE CHARM

A watch charm so fine looking you'll enjoy wearing it. Of 10-karat gold trimmed with a circle of tiny imitation pearls, and clearly displaying the I. B. E. W. insignia. Priced only \$5





this letter. Organize and make your organization international.

BILL COLSON.

#### L. U. NO. 1037, WINNIPEG, MAN.

Editor:

For three months now the ink in my Waterman has been frozen solid and this is the first letter from L. U. No. 1037 this year. It has been a hard winter for the linemen, with the temperature 42 degrees below zero more than once, and I'm telling you that is real cold.

However, we are all looking forward to spring and we forget all about it when the sun shines again.

Our legislators are busy at present thinking up new schemes to get some more taxes out of the few who are still working. Short time and cuts in pay do not give them much encouragement, but they still keep on trying. There is no change in conditions here. All the distributing companies are doing is just maintaining essential services.

I hope that all Canadian members read the letter in the March JOURNAL from Local No. 773, Windsor, Ont. A number of us have always expected as much, but no power on earth or in Heaven either would ever convince a large number of our Canadian members that every cent of the dues he paid into the union was not sent direct to the head office to maintain an expensive establishment there and that the American members were having a swell time at his expense. The explanation from our I. S., through Local No. 773, comes at an opportune time and every effort should be made to have every Canadian member read it.

Much capital has been made by dual organizations anent this in their pernicious propaganda to wheedle the members away from a sane and stable organization and influence them to join a little two-by-four organization formed by a few who call themselves loyal and patriotic Canadians, using the bait of lower dues to help them, and many have found when it was too late that they had dropped the bone when snatching at the shadow.

Just hello to Brother Carl Miller, in Saskatoon. I got your letter, which I will answer shortly.

As a medium of contact throughout this great Brotherhood, the JOURNAL is a wonderful magazine and I hope it will continue to function, maintaining its high standard of literature and interesting letters and articles. See you again.

IRVINE.

#### L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

Local No. 1141 is on the job again. It has been a long time between letters from this old local, but we promise you it won't be so long next time.

After seven long years of waiting, it looks as if Oklahoma City's wiremen are going respectable again. Several of you probably have heard of open-shop Oklahoma City, with its wonderful Chamber of Commerce that is doing so much good for our prosperous and thriving little town. They should have added to their slogans "at the expense of the man in overalls." Well, the table is turning, may I say, rapidly. We venture to say that before the year is over, we will have a pile of hickies, stocks and dies, fishtapes, etc., that will be auctioned off to the highest bidder. That is optimism in the extreme. But we are an optimistic bunch down here. We are stampeding, moving like wildfire, and we're not stopping until we arrive at our destination.

If you are hesitant to believe that, take a squint at this: We have added 50 new members in the last three months. We now have a majority in a town that has been wide open for seven years. How is that for breaking up one of the largest strongholds of open-shop contractors in the Southwest?

We have some real meetings here. Practically all of our members attend every meeting. We have a little persuader that helps them along if they should happen to get a little lazy. We have an assessment of 50 cents for absentees unless they appear, before the next meeting, with a good reason for their absence. We haven't had to use it much because the men are interested enough that they don't miss unless it is necessary. And we are trying to keep that interest from dying down. We are starting a school for those who think they need it and for those whom we think need it. That takes in almost all of them.

Our building trades council is going strong, too. The different trades, by pulling together under this leadership, have swung several jobs to union labor here recently. With our business agent as president, we are taking a leading part in the trades council meetings.

The majority of our men are working now, thanks to the CWA and PWA. It appears that we finally have a President who seems to be taking an interest in the working man's troubles, and is doing something about it. Three cheers for Roosevelt.

Well, I guess it's about time to sign off now, but you will be hearing from L. U. No. 1141 from now on, because we are in the fight to stay, and we like it.

MARVIN OSBORNE.

### Few Gains For Labor Under NRA

Any attempted summing up of the effect of the NRA on labor relations in industry should be regarded like a title guarantee on a piece of property, which is stamped with the day, hour and minute the title was guaranteed to be clear, and no responsibility is assumed by the guarantors for a moment longer than this precise time. This is to say that labor's status in the NRA has been an exceedingly changeable quality.

It is, therefore, difficult to write a textbook on the subject. Sponsored by the Affiliated Schools for Workers of New York City, three women who are teachers and students of labor problems and economics attempted to write such a textbook—"Labor and the NRA." These women studied their subject thoroughly; they present it with coolness and detachment—but by the time it is distributed it has become a history of one particular phase of the relations of labor and the NRA.

The three writers of this pamphlet are Lois MacDonald, of the Department of Economics, Washington Square College, New York University; Gladys L. Palmer, Ph.D., Industrial Research Department, University of Pennsylvania; and Theresa Wolfson, Ph.D., Department of Economics, Brooklyn College. An introduction has been written by Leo Wolman.

Written primarily for labor students, this study deals particularly with the NRA codes in three industries, garments, millinery and hosiery, in which experience has already shown the greatest progress from application of codes; in which the sweatshop has appeared in exaggerated form after 1929; and in which active and responsible participation in the making and enforcement of codes has been won by organized labor.

Tracing the history of NRA through the original National Industrial Recovery Act and its aims the study shows how labor has been handicapped in the beginning by having no direct influence in the making of codes.

"Although in some instances—especially in industries in which there were trade unions, such as textiles and clothing—labor representatives have been called in for conference, the actual control of such conferences has laid in the hands of employers. On the whole, the codes are made by employers' groups and the labor provisions which they contain are not of labor's making. \* \* \*

"In the second place, at public hearings on the codes the point of view of labor may be expressed, but labor has very little power in enforcing its demands. In the early hearings, the Administration ruled that all protests should be 'factual', and not the discussion of general labor principles. This ruling meant that labor organizations, which could not command an adequate supply of facts and figures on their industries, were 'caught short', and were at a great disadvantage. \* \* \* The position of labor has been described as that of sniping at this, that, or the other point in codes presented by trade associations. \* \* \*

"What might begin as a fact-finding-code process, therefore, may easily become a bargaining process to ascertain where the points of compromise may be found. The bargaining may be between majority and minority employers, or between employers and labor. In such a bargaining process, only a strongly organized interest can obtain desirable terms for itself."

The study includes a review of the vague designation "collective bargaining" under the law; strikes to enforce codes and for recognition of the union which developed; the effect of the National Labor Board in mediation; the code authorities.

No stupendous or unprecedented gains for labor are claimed by the authors of this pamphlet; their attitude is on the whole pessimistic and Miss MacDonald points out: "With few exceptions, those empowered to control the 'new economic planning' are drawn directly from the large corporations and business interests of the country." This attitude is what will make the study most useful. It is clear, cold and concise.

Minimum weekly wages for skilled workers in men's and women's garment industries were won, it is said, because "the union had a power, a technique of organization, a social philosophy unpre-



cedented in the annals of American labor," yet it is shown that these codes represent far from a complete victory for labor; and though the Amalgamated Clothing Workers won a place on the code authority to enforce the code in their industry, they have only five out of 23 members on that board. In contrast with the code for hosiery, in which "only about one-fifth of the productive capacity of the industry was in mills operating under agreement with the American Federation of Full-Fashioned Hosiery Workers' Union," the garment trades, more strongly organized, are shown to have effected substantial gains.

"It is obvious that the union has been given its chance to become a dynamic factor in the regulation of American industry but only to the extent that it is articulate and aggressive." And this truth has never been more clearly evident.

## Member Secures Electric Patent

An electric heating device to prevent ice forming on the wings of airplanes, designed so that it will become heated only in the localities where moisture, and the attendant danger of ice formation is present, has recently been patented by Brother Edward A. Driscoll, of Local No. 3, New York City.

The apparatus consists of flexible frames to be attached to the wings of a plane with "a cover for said surface absorbent throughout so as to absorb moisture wherever moisture falls thereunto, and electrically operable heating means including opposite polarity conductors spaced apart by portions of the absorbent material of the cover adapted to pass current through moisture in said material and to thereby generate heat at any locality where moisture has fallen onto and wet said material, said conductors being inoperative to produce heat where the material of the cover is dry."

The heating unit is described as follows: "Said heating unit to consist of a frame, a pair of buses extending across said frame spaced apart along the length of one of said buses extending therefrom toward the second bus but terminating short of said second bus, a second set of conductors spaced apart along the length of the second bus and extending therefrom toward the first bus but terminating short of the first bus, the conductors of said two sets alternating with each other so that adjacent conductors throughout are of opposite polarity, and means spacing said conductors of a character so that when moist it will pass current between said conductors and thereby heat the moisture but when dry it will insulate said conductors."

The insulation material suggested is asbestos; the device is designed to be automatic and operate without switches whenever moisture is present; and current may be supplied by a generator attached to the airplane motor or from a wind-operated propeller.

## Fishing Extraordinary

By F. SHAPLAND, L. U. No. 230

A tale of the early days in British Columbia. I was spending an evening with an old friend of mine whom I call "Jawn," who has lived in B. C. all his life.

We were seated in easy arm chairs in his cozy den before an open fire of drift wood. On a table at our elbow was a can of good tobacco, and our pipes drew well. Beside the can stood a bottle, and this bottle contained a liquid, which, when taken in the proper quantity is warranted to be an effective gloom chaser.

I had been speaking of the wonderful fishing which has made B. C. famous, and which attracts sportsmen from all over the globe.

Oh yes, said "Jawn," but "fishing ain't what it used to be."

No, said I, in just that upward tilt of voice which is sure to bring out a story, if there is one in the offing.

"No," said "Jawn." "It ain't what it used to be."

When I was a young fellow I heard many stories of great catches of fish being made at a place called Yale, so I being a great lover of truth, said to myself, "Jawn, it's up to you to investigate and see if these remarkable stories are true or not." So one fine morning I took the boat for Vancouver and boarded the train and eventually reached Yale.

Going into the bar of the hotel there I engaged the proprietor in conversation and after we had effectually washed the dust down our throats with the excellent liquid provided for that purpose I stated the object of my journey. Well, he said, if it's fishing you want you sure come to the right place, I'll tell you what to do. Just go down to the river front and hunt up "half breed Charlie." You'll know him by his head of very thick, coarse, black hair, he'll supply you with the proper tackle and the worms which they use for bait and paddle you across the river to a good place and it won't cost you very much. Thanking him and following his advice I soon located Charlie by his hair and struck a bargain with him. He carefully selected a rod and line from some he had in his shack there and we stepped into the canoe and he paddled across the river where we landed. Charlie said, Wait here. He disappeared in the bushes. He was gone quite a long time but at last he came back carrying a three-pound lard tin full of worms.

"Charlie, I said, 'Why all the worms?'" Charlie only said, "wait and see."

He seated me on a large smooth rock on the bank, measured out about 12 feet of line and said, "Now take the rod. I'll sit down behind you and bait the hook, and you cast out into the water. As soon as you get a bite, don't bother about the fish, just throw your line back over your head to me. I'll

take the fish off, put another worm on the hook and give a tug on the line when it is ready and all you have to do is to cast again."

So we started. I had no sooner made a cast than a nice trout grabbed it. I threw it back over my head to Charlie and in a moment I felt him tug on the line and I cast again. Well, sir, do you know, we kept that up all afternoon until my arms got so tired that I could hardly hold them up.

At last, just when I was near collapsing I heard Charlie yell. All through. Then I looked back. There sat Charlie, buried up to his arm pits in a great mound of slippery, wriggling fish, and he was perfectly, baldheaded. Yes sir. Not a hair left on his head. You see, when he had run out of worms he started pulling a single hair out of his head at a time, and twisted that around the hook in place of a worm.

"Jawn", said I reproachfully.

No said "Jawn" gravely. "Fishing ain't what it used to be."

One raw morning in spring—it will be 80 years the 19th day of this month—Hancock and Adams, the Moses and Aaron of that Great Deliverance, were both at Lexington; they also had "obstructed an officer" with brave words. British soldiers, a thousand strong, came to seize them and carry them over sea for trial, and so nip the bud of freedom auspiciously opening in that early spring. The town militia came together before daylight, "for training." A great, tall man, with a large head and a high, wide brow, their captain—one who had "seen service"—marshaled them into line, numbering but 70, and bade "every man" load his piece with powder and ball. I will order the first man shot that runs away," said he, when some faltered. "Don't fire unless fired upon, but if they want to have a war, let it begin here."

Gentlemen, you know what followed; those farmers and mechanics "fired the shot heard around the world." A little monument covers the bones of such as before had pledged their fortune and their sacred honor to the freedom of America, and that day gave it also their lives. I was born in that little town, and bred up amid the memories of that day. When a boy I read the first monumental line I ever saw—"Sacred to Liberty and the Rights of Mankind." Since then I have studied the memorial marbles of Greece and Rome, in many an ancient town; nay, on Egyptian obelisks have read what was written before the Eternal roused up Moses to lead Israel out of Egypt; but no chiseled stone has ever stirred me to such emotions as those rustic names of men who fell "In the Sacred Cause of God and their Country."

—Theodore Parker.

The man who lacks faith in other men loses his best chances to work and gradually undermines his own power and his own character. We do not realize to what extent others judge us by our beliefs. But we are in fact judged in that way; and it is right that we should be judged in that way. The man who is cynical, whether about women or business or politics, is assumed to be immoral in his relations to women or business or politics. The man who has faith in the integrity of others in the face of irresponsible accusations is assumed to have the confidence in other's goodness because he is a good man himself.—President Hadley.



Resolution adopted by  
**Local No. 134**  
**International Brotherhood of Electrical Workers**  
 at a meeting held in Chicago, Illinois, March 1, 1934.

**W**hereas, it is the universal human experience that the joys of this life are not unmingled with sadness and sorrow, and  
 Whereas, Almighty God, in His infinite wisdom, has seen fit to call to his eternal rest and reward our very good friend and brother,

**Daniel E. Cleary**

Whereas, Mr. Cleary, who, since 1894, contributed greatly to the success of Trade Unionism in Chicago and throughout the United States, being a member of Local 134 of the International Brotherhood of Electrical Workers since 1901, serving for seven years as Chairman of the Examining Board, and as President from January 1912 to December 1914, and again from January 1917 to December 1917, and from December 1918 to the date of his death as an highly esteemed member of the Executive Board, and

Whereas, because of his unvarying enthusiasm for the American principles of Trade Unionism, combined with an unswerving enthusiasm to see them successful, Mr. Cleary leaves behind him a record of service and accomplishment in the cause he loved, and in which he so truly believed, that remains a monument to his name and an inspiration for those to follow in his footsteps, and

Whereas, aside from the strictly professional services he rendered, Dan Cleary was possessed, in a markedly rare degree, of those admirable human traits and characteristics which tend to endear their possessor to their fellowmen. Big of heart, friendly and sympathetic of nature, he found innumerable occasions for private benefactions to those less fortunate than himself, and

Whereas, in the passing of our revered friend and associate, the cause of Trade Unionism in general, and of Local 134 of the Electrical Workers in particular, has suffered a loss from which it shall be long in recovering, therefore be it

**R**esolved, that the members of Local 134 of the International Brotherhood of Electrical Workers, do hereby extend to the wife and family of our beloved friend, whose passing has deprived them of the affection of a loving husband and father, their deepest and heartfelt sympathy in this, their hour of great bereavement.

C. M. Paulsen, *President*

Joseph Keenan, *Recording Secretary*

**Resolution Committee**

John H. Murphy  
 Fred A. Drullard  
 Maxwell Jasper  
 P. F. Sullivan

Thos. O'Brien  
 Wm. F. Cleary  
 Frank E. Doyle  
 Marshall Paulsen

M. J. Boyle  
 M. J. Kennedy  
 W. E. Scheffer  
 Thos. Murray

Wm. Ryan  
 Robt. Brooks  
 Seth Piper  
 Matt. Lenehan



# IN MEMORIAM

## Daniel F. Cleary—1872-1934

On February 2, 1934, the host of friends of Daniel F. Cleary were stunned at the news of his sudden departure from this life.

The American labor movement in general, and the International Brotherhood of Electrical Workers in particular, as well as many persons in other walks of life, shall miss the pleasant personality, the ever-ready counsel and the open-handed charity of Daniel F. Cleary.

A fitting epitaph would be, "Friend, Benefactor and Counsellor".

To his family, and to his associates of Local Union No. 134, International Brotherhood of Electrical Workers, we, the officers of the Illinois State Conference of International Brotherhood of Electrical Workers, extend our sincere and heartfelt sympathy.

## ILLINOIS STATE CONFERENCE OF

I. B. E. W.

CHAS. M. PAULSEN, Chairman.

F. C. HUSE, Vice Chairman.

D. A. MANNING, Sec'y-Treasurer.

## Executive Council:

District A—R. A. BREHMAN.

District B—E. F. SMITH.

District C—WM. C. MURPHY.

District D—B. S. REID.

District E—E. E. SCOTT.

## C. W. Mecum, L. U. No. 417

Whereas it is with the deepest sorrow and regret that we are called upon to pay tribute and respect to the memory of one of our members, Brother C. W. Mecum, who has passed through the valley of the shadow of death; be it

Resolved, That in due respect to the memory of our late Brother, C. W. Mecum, the charter of this local be draped for a period of 30 days and a copy of this resolution mailed to his widow; be it further

Resolved, That this resolution be duly recorded on the minutes of our proceedings and a copy mailed to the International Office of this Brotherhood for publication in the official Journal.

W. S. WRIGHT, President.

J. A. PUNCHES, Vice President.

A. J. KOEHNE, Financial Secretary.

Committee.

## Fred E. Scanlon, L. U. No. 340

Since it has been the will of the Supreme Master, in His infinite wisdom, to remove from our midst our Brother, Fred E. Scanlon, who departed from this life March 8, 1934; be it

Resolved, That the members of Local Union No. 340, I. B. E. W., pay tribute to his memory by standing for one minute in silence at our regular meeting, March 12, 1934, and that we express our sincere sympathy and condolence to his wife and family; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes and a copy sent to our Journal for publication; and be it further

Resolved, That the charter of this local union be draped for 30 days in further respect to his memory.

J. W. FARRELL,

J. E. SHAW,

C. A. DEAN,

Committee.

## Si Gilbert, L. U. No. 46

Whereas the natural power which has control over us has seen fit to call from our midst Brother Si Gilbert; and

Whereas in the passing of Brother Gilbert Local Union No. 46 has lost a true and loyal member; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy spread upon the minutes of this local union and a copy sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days in respect to the memory of Brother Gilbert.

H. SCHECHERT,

J. E. HICKS,

W. C. LINDELL,

Committee.

## George Lee Pinkney, L. U. No. 948

It is with deep sorrow and regret that we, the members of L. U. No. 948, I. B. E. W., mourn the death of our Brother, George Lee Pinkney; therefore be it

Resolved, That the tribute we pay this Brother is by expressing our heartfelt sympathy to his family; and be it further

Resolved, That a copy of this resolution be sent to his family, and be recorded in the minutes of our local and a copy be sent the International Office to be published in our official Journal; and be it further

Resolved, That our charter be draped for 30 days.

FRANK F. ALLEN,

Business Manager.

## Fred Haertel, L. U. No. 286

Whereas it has pleased the Almighty God, in His infinite wisdom, to take unto His bosom our beloved friend and Brother, Fred Haertel; and

Whereas we, the members of Local Union No. 286, deeply mourn his passing, and extend our heartfelt sympathy to his wife and family in their dark hours of sorrow; therefore be it

Resolved, That a copy of this resolution be sent to his family, a copy be spread on the minutes of our local union, a copy to the Electrical Workers' Journal for publication, and that our charter be draped for a period of 30 days, in his memory.

EDW. F. MILLER,

Financial Secretary.

## James Frazier, L. U. No. 501

Whereas it is with hearts filled with grief, that it becomes our sad duty to record the sudden and untimely passing of our loved and respected Brother, James Frazier, on February 23, 1934; and

Whereas in his passing, Local Union No. 501, I. B. E. W., has lost a true friend and loyal member; therefore be it

Resolved, That the sympathy of Local Union No. 501, be extended to the family and many friends of Brother James Frazier; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes, a copy be sent to his family, and a copy be sent to the official Journal for publication.

JOHN W. RATCLIFF.

## George L. Brooks, L. U. No. 352

Whereas Local Union No. 352, I. B. E. W., through the will of Almighty God, records with deepest sorrow and regret the sudden passing of a friend and Brother, George L. Brooks, a man who has always given his best for the cause of our Brotherhood and to Local Union No. 352; and be it further

Resolved, That Local Union No. 352 express their sincere sympathy to the family of our late Brother, at the time of their recent bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be spread upon the minutes, and a copy be published in our official Journal.

ROY C. BROWN,

J. J. SANKERS,

HOWARD S. PHILLIPS,

Committee.

## Herman L. Hamer, International Office

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst, the earthly purpose of our worthy Brother and contractor, Herman L. Hamer, on March 11, 1934; and

Whereas Brother Hamer being a charter member of L. U. No. 150, I. B. E. W., we feel deeply our loss and extend our deepest sympathy to his bereaved wife and family; and therefore be it

Resolved, That a copy of this memorial be sent to the bereaved wife and family, a copy be spread upon the minutes of this local and a copy be sent to the International Office for publication in the official Journal; and be it further

Resolved, That the charter of our local union be draped for a period of 30 days.

W. S. HOLLANDS,

H. P. JOERG,

Committee.

## P. W. Billero, L. U. No. 318

As it has pleased the Almighty God to take from us one of our oldest members in Local Union No. 318, P. W. Billero, we, the members of Local No. 318, are very much grieved at his going and express sympathy for the widow and son that are left alone.

Resolved, That our charter be draped for a period of 30 days and a copy of these resolutions be sent to the family.

E. H. TURNER,

Financial Secretary.

## Arthur Alm, L. U. No. 213

It is with deep sorrow and regret that we, the members of Local Union No. 213, I. B. E. W., mourn the passing of our Brother, Arthur Alm; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

GEO. NEILL,

P. FEDORYK,

L. LABERGE,

Committee.

## Charles Schworm, L. U. No. 2

Whereas Local No. 2, I. B. E. W., are called upon to pay their last respects to Brother Chas. Schworm, who passed away March 9, 1934; and

Whereas Local No. 2 and the Brotherhood have lost a member of many years' standing; be it

Resolved, That we express our sympathy to the bereaved relatives, that our charter be draped for a period of 30 days, that a copy of this resolution be mailed to the family and a copy be sent to the official Journal for publication.

D. E. LUND,

WM. WAGNER,

WM. BUELER,

JESS COLVIN,

Committee.

SIDNEY WEISE, Recording Secretary.

## Clayton Morley, L. U. No. 138

It is with regret that we, the members of Local Union No. 138, of Hamilton, Ont., are called upon to record the passing from our ranks of our Brother, Clayton Morley; therefore be it

Resolved, That we pay tribute to his memory, by expressing our deepest sympathy to his wife in her hour of bereavement; be it further

Resolved, That a copy of this resolution be sent to his widow, a copy spread upon the minutes of our local union, and a copy sent to the Electrical Workers Journal for publication, and that our charter be draped for a period of 30 days in his memory.

W. McGUGAN,

H. SMITH,

Committee.

## James Crowley, L. U. No. 537

It is with the deepest sorrow and regret that we, the members of Local No. 537, of San Francisco, Calif., mourn the death of Brother James Crowley; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and further

Resolved, That a copy be sent to his family and a copy be spread upon our minutes and a copy be sent to the Journal for publication.

M. L. DURKIN,

L. D. WILSON,

F. DOUGAN,

Committee.

## James E. Robertson, L. U. No. 2

Whereas Local No. 2 is called upon to pay its last respects to Brother James E. Robertson, who passed away February 17, 1934; and

Whereas Local No. 2 and the entire Brotherhood have lost a true and loyal member of many years' standing; be it

Resolved, That we express our sympathy to his bereaved relatives, that our charter be draped for a period of 30 days, that a copy of this resolution be sent to his family and a copy be sent to the official Journal for publication.

D. E. LUND,

JESS COLVIN,

WM. BUEHLER,

WM. NOAKES,

SIDNEY WEISE,

Committee.



## GIANT TOWERS MARK ELECTRIFIED DESERT TRAIL

(Continued from page 151)

nut or bolt be dropped by one of the men working on the tower. Through the desert the workmen must stand a wide variance of temperature, ranging from close to zero at times to as high as 134 degrees on a good hot summer day.

Eleven hundred feet up, on the rim of Black Canyon, almost directly above the dam, men are digging a tunnel straight down to the site of the government power house. The tunnel is 7 x 9 feet. They are down now about 600 feet. This is the tunnel that will carry the power cables from the bottom of the canyon to the top, where the lines of transmission towers start.

In carrying out the work nearly a thousand motor vehicles of various kinds are being used, as well as special machinery for leveling the ground and drilling holes for footings of the towers.

### U. S. Power Plant Coming

The plant at the foot of Boulder Dam to generate the electricity from the falling water of the Colorado River will be built by the United States Government. The cost of power development is estimated at \$38,200,000. The generating machinery of the plant will consist of fifteen 115,000 horsepower and two 55,000 horsepower vertical hydraulic turbine generators. The 115,000 horsepower generators will be the largest ever built. This great government plant will have the largest generating capacity of any plant in the world, or 1,835,000 horsepower. The Niagara Falls plant will develop 557,500 horsepower and the Muscle Shoals project has an estimated ultimate capacity of 600,000 horsepower.

The power from this plant has been allotted to the city of Los Angeles, Metropolitan Water District, Southern California Edison Company and company lessees, Pasadena, Glendale, Burbank, the states of Arizona and Nevada. Los Angeles has been allotted 14.9054 per cent of this power, for which it will pay at the rate of 1.63 mills per kilowatt hour for primary power, and 0.5 mill for secondary power.

Back of the great Colorado River project stands electric power, the sale of which will reimburse the government for the enormous cost of the project. In fact, the importance of this power and the stability of the Los Angeles Bureau of Power and Light as factors in obtaining the appropriation for the work was expressed by Dr. Ray Lyman Wilbur, former Secretary of the Interior. He stated to E. F. Scattergood, chief electrical engineer and general manager of the bureau:

"If you had not built up your municipal bureau of power and light as a going concern with sound resources, the Boulder Dam appropriation would not have been made."

While negotiating for the \$22,800,000 Reconstruction Finance Corporation loan for the transmission line, Mr. Scattergood announced:

"It appears beyond any doubt that the power revenue fund will be sufficient, without any increase in electric rates charged for electric service by the Bureau of Power and Light, to care for all of the financial requirements of the municipal electric system of the Bureau, including provision for interest and amortization on all general power bonds outstanding and the required payments to the Reconstruction Finance Corporation for interest and amortization of the proposed loans

with a margin in excess of such requirements averaging more than \$3,500,000 per year."

In conclusion, let me say that the job is proceeding very satisfactorily to Local No. 18. We are reaping some of the fruits of our labor which we have been putting in on this project the past few years, and it is being done at a time when it does the most good in furnishing employment to so many, skilled and unskilled, workmen. I could say much more regarding this subject, but as space in this JOURNAL is valuable, I will add more to it at a later date. My next article will pertain to the manufacture of the Hedderheim type of conductor, which, in itself, is very interesting, and being a bridge operator and not a writer (?), we ask your tolerance.

## CHICAGO JOURNEYMEN VIEW TRAIN POWER PLANT

(Continued from page 153)

tubes for low, medium or high, controlling automatically the operation of the cooling compressor. This cooling thermostat also provides operation through a relay mounted on the control panel.

### Special Headlights-Cab Signals

The double-beam headlight used on the U. P. streamlined train was developed by the Pyle-National Co., Chicago, to conform to requirements on the railroad. It comprises both horizontal and vertical light beams, the horizontal headlight performing the normal functions of a locomotive headlight, and the vertical headlight serving as a distinctive marker.

The vertical marker beam will be seen plainly from a distance, and serve to herald the approach of this unusually high-speed unit from a great distance, and more definitely than would be the case with the standard horizontal headlight alone. The vertical beam will be visible off to the sides of the right-of-way, while the horizontal beam is confined to a comparatively small area forward.

The vertical headlight has a 10-inch silvered glass reflector, and the horizontal headlight a 12-inch reflector of the same type. Both headlights use special 75-volt lamps, the upright light having a 100-watt lamp and the forward light a 250-watt lamp.

The double headlight unit furnished by the Pyle-National Company, comprising reflectors and their mounting, lamp stand, and focusing devices, is completely built in, the housing being formed as a part of the car-roof streamlining of the front end of the train.

The classification lamps are likewise built in, the lenses being flush with a streamlining at the front end. These classification lamps are a modification of the Pyle-National air-craft navigation lights or wing lights. Clear, refracting-type lenses are mounted flush with the skin of the car, without interference with the streamlining. While it would appear that the light beam would point off to the side of the car, the refracting-type lens direct the beam forward, the effect being the same as with a standard classification lamp. These classifi-

cation lamps are equipped with five and one-half inch reflectors, and a movable shutter between the reflector and the lens provides for showing either white or standard green indication.

Marker lamps at the rear end are of the same design, built in flush with the streamlined skin of the car. The lenses of these lamps are standard red instead of clear, and the lamp is without the shutter mechanism, as no change of indication is required.

The train is equipped with cab signals, the same as used on steam locomotives, and these signals will be operative in the territory equipped for cab signaling extending between North Platte, Nebr., and Cheyenne, Wyo. The cab signaling is of the two-indication type, furnished by the Union Switch and Signal Company. The signal is mounted horizontally on the front wall near the center of the cab, so as to be within the line of vision of both the engineman and fireman. The cab signal has two indications. The one at the right displays a green aspect when the track ahead is clear for at least two blocks, while the one at the left displays a red-over-yellow aspect when traveling in a caution or occupied block. In addition to these visible indications, an audible signal is provided in the form of an air whistle, which starts to blow when the cab signal indication changes from green to red-over-yellow, and continues to blow until the engineman operates the acknowledging switch, located on the right wall of the cab near his seat. The whistle and the magnet for the control of the whistle are mounted below and to the right of the engineman's seat.

The receiver is mounted as usual ahead of the front wheels of the train, and is behind the protective apron. The design of the train made it necessary to shorten the receiver bar by cutting off four inches at each end. Likewise, it was necessary to mount the receiver 12 inches above the rail instead of the customary six inches. In order to compensate for these two changes, the amplification of the voltage picked up from the rail was increased. The equipment box, which contains the amplifier and relay equipment, is in the engine-room, being mounted on the forward wall about three feet above the floor. All conduits are made of aluminum.

No special equipment for shunting the tract circuits is provided on this train, it being anticipated that the weight on the front truck will afford a shunt, which, together with the wheels on the six axles on the remainder of the train, will provide adequate shunting.

## WOMAN'S AUXILIARY

(Continued from page 163)

is the opinion of the writer that they need a great deal of education right in their own local union. I have been in the organized labor movement since 1915, and as I am a housewife and the only organization I am eligible to at this time is the auxiliary, I assure you I stick to that so as not to lose contact. I have studied the members of organized labor very carefully and the man who refuses or discourages his wife relative to joining a labor auxiliary is the man who will not stand the acid test when organized labor gets in the firing line. Don't bristle up now, boys, and get "all het up" over that, but if you will look around you and just be as frank as I have been you will see I am right.

Get her in the auxiliary, and take an interest in seeing that she gets a liberal education on the principles of the trade union and when you need her understanding and help



## DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled. **\$2.50**



she will not fail you. But many are the men who carry cards and have a holy row every time they pay out a cent for dues, and when the organization needs a solid front to combat the contractor who refuses to play fair, you will hear this: "Boys, I hate to go back and work but you see my wife don't see this thing like I do and it is either go back or leave home." Ask to see the records of your local and after seeing the backsliders' names, just ask the reasons given, and see if I am not right. I can show you some on the records of L. U. No. 177 and I believe all locals can do the same.

Now, come on, this is 1934, and our President has given the people of this country the power or perhaps I should say the right to show the world that they really meant it when they said, "If we could only have a half a chance we would do something for ourselves." He hasn't given us a half a chance, he has given us a whole chance, and God have mercy on us if we fail to take what has been made possible. Especially must we fail because when Grandpa was a boy, Grandma stayed at home and tended the babies and didn't belong to any "sassities." Of course she didn't often, but for the same reason she didn't drive automobiles.

I hope before the year 1935 comes in, we can boast an auxiliary to every local in the United States and Canada, and we will see our women in the same position as the auxiliaries to the machinists. I enjoy the articles written in the JOURNAL by the women and hope, if you think this is worthy of space that I will be able to write more often and trust that I may be able to say something that will be of benefit to the union cause.

I hope if some of the old timers in the Telephone Operators Department chance to see this they will find time to write me. Even if they would only bawl me out, I would enjoy it.

CORA VALENTIN.

## COMPANY UNIONISM SPLITS INDUSTRY

(Continued from page 147)

fill this hope, the political liberties of the workers, whose discontent will be the moving power for change, will be curtailed in order to protect the old economic privileges. \* \* \*

"It is the workers who have suffered most from the present breakdown in the economic system, of which the breakdown in the coal industry is a significant symptom. It is the workers who must lead in the upbuilding of a new system. Political action which leaves the foundations of the capitalist structure as they are, while seeking to satisfy the conflicting hopes of the groups in industry whose interests cannot be reconciled, is likely to lead merely to dictatorial control by the strongest groups, using government itself as their instrument."

Explaining how the coal industry is dominated by the steel industry, public utilities and other industrial users of coal, to the great disadvantage of the domestic consumer, Miss van Kleeck says:

"The majority of the consumers of bituminous coal are not domestic users, purchasing for their own homes, but industries—such as steel mills, railroads, public utilities and many others. For these industries, coal is merely an ele-

ment in cost of production; its price must be kept as low as possible. Owners, many of whom are interlocking companies, find it better to keep the price of coal low and to make their profits in steel and other fabricating industries. Thus arises the extraordinary situation of the coal industry selling its product to industrial users at less than cost of production. If these industrial users own mines—the so-called 'captive' mines—they will keep the price low and get their profits out of their own product as a means of controlling the price charged to them by the independent operators and thus keeping down costs of raw materials. Similarly, industrial users, desiring low costs of raw materials, will, on the other hand, purchase and hold coal lands for future use, and, on the other hand, stimulate the opening of new mines, under either their own or other management, thus increasing the excess capacity of the industry."

Contrasted with this situation, the report presents the following visualization of the sort of scientific management of the coal industry that might be possible in this country if a planned economy for industry as a whole prevailed:

"To a Fuel Administration composed of workers and experts in mining, would be assigned this general task: To utilize coal and other fuels as an element in the national economy for the sole purpose of yielding maximum results in a system of planned production designed to lift the level of the material basis of standards of living of the people in proportion to increasing productive capacity. As productive capacity increased to a surplus, leisure would increase through shortening the hours of labor and the consequent limiting of production.

"Doubtless a National Planning Council would be established to draw a plan for coal in relation to other fuels and their joint relationship to all other industries."

## UTILITY'S COMPANY UNION EXPOSED

(Continued from page 155)

right to amend the by-laws by a majority vote.

"It still provides for company equal contribution; it still maintains equal control over the funds; and it still has an ambiguous clause 10, as to company membership. The board of directors may amend the articles by a majority vote but the members must have a three-fourths vote.

"So here we have the new setup providing for the first time collective bargaining.

"There is a vast difference between company unions and legitimate labor unions. There is no payment by employer to legitimate labor unions; there is here. There is no ability to select company executives as officers in regular unions. Officers are not paid half by the company and half by the union. There is no equal voting strength over welfare and insurance funds.

"But above all, the company has the right to veto worker's choice of a director by the simple method of discharging him. It is done as I will soon show.

"Now such is the setup for collective bargaining. Is it in keeping with the spirit of the NRA? Is this self organization contemplated by Section 7a of the NRA? It cannot be so constituted.

## One-Sided Contract

"Now this company controlled union makes the contract so let us return to the contract.

It was made during the war as a war measure to thwart unionizing. It does not cover the \$150 employee. It was made before the amendment, when the company had no right to collectively bargain with this organization. This was the company's welfare organization and a contract with that organization was a contract with itself. (No mutuality; a purely unilateral contract.)

Contract void because made with itself. Contract void because such indefiniteness.

If valid has been terminated by the NRA.

If valid has been terminated by amendment to articles which provide for new collective bargaining agreements.

If valid six months' notice abrogated by NRA. Emergency legislation see Minnesota Mortgage Decision.

"If we assume the validity of this contract, what effect has the National Industrial Recovery Act upon it, asks the Chicago Board. It is outlawed by the NRA. It takes away the freedom of choice of the employees. If the NRA is valid this contract is not."

## BOSSES IN UNIONS FIGHT LABOR UNIONS

(Continued from page 159)

being shown in their true light more and more every day; they must issue propaganda and use force to keep them going, and are so doing.

The company unions state they have sick and death benefits and old age pensions, besides clubs and other organizations for the pleasures of their members. But many of the members needing aid or nearing the pension age find themselves discharged so they lose these benefits. This is just a trick that they will not receive the benefits they are entitled to.

Organized labor also has these benefits besides the higher standard of living it strives to maintain. Its members are not wilfully thrown out of its fold on drummed-up charges when they near retiring age. When the member has worked for its principles for a great number of years, he is entitled to the benefits and receives them.

Good examples of company unions are in the steel and coal mining industries. What value were and are these organizations to the workers? None whatever. An employee gave all he had and received nothing in return, but his efforts made millions for the steel magnates. What the employees should have received was later given to libraries and other public institutions and the donor was given great honors for his noble deeds,



while in truth the honors should go to those men who labored and gave their life and blood for what little they received, due mainly to the domineering industrialists and company unions.

The coal miners are in the same position. They give their life and blood and are robbed of the little they receive at the company stores where they are practically forced to buy their necessities of life. If they were members of organized labor and not company unions this evil would most likely be suspended and they would be able to live as it suited their own taste. They would not receive company scrip or checks, that can only be cashed at the company stores, but would be paid in cash as organized labor has demanded for years.

In summing up the two types of labor organizations it amounts to just this:

The company union is an organization for the company, by the company, and of the company and not the employees.

Organized labor is first for the employee and a decent standard of living for himself and family, and for proper working conditions which can only be obtained when he is in a position to arbitrate with the industrialist. This position can only be obtained through an organization not dominated by the industrialist and that is an organization affiliated with organized labor.

#### NRA READJUSTMENT WAITS GOAD

(Continued from page 144)

out, "will keep all information concerning the industries to which they are assigned, gained by virtue of their position, strictly confidential. They will confine their reports, advice, recommendations, and other statements regarding these industries to the administration member of the Code Authority, the Divisional Administrator and the appropriate Advisory Board."

The order calling for the creation of industrial relations committees or boards reads in part as follows:

"All industries operating under approved codes which specifically provide for the creation of agencies for the adjustment of individual labor complaints and labor disputes, will immediately set up such agencies as required by the code unless they have already done so.

"All industries operating under approved codes which provide for the creation of an agency to handle labor disputes exclusively, will create such an agency immediately, if they have not already done so, and in addition will create an agency to handle labor complaints.

"All industries operating under approved codes which provide for the creation of an agency to handle labor complaints exclusively will create such agency immediately if they have not already done so, and in addition will create an agency to handle labor disputes.

"Industries operating under approved codes which do not specifically provide for the creation of agencies to handle labor disputes and labor complaints are

requested immediately to proceed in each case to create an industrial relations committee to handle both labor complaints and labor disputes."

#### LOCAL UNIONS HAVE LARGE RESPONSIBILITY

(Continued from page 157)

advice. Someone must be the leader and the others should co-operate to the fullest to put over the plans laid out by those in authority. In union there is strength and like a chain our strength is only that of the weakest link.

The necessity of selling the idea that the unions are all that we claim they are to the public is one of our big tasks under this plan. The man who wants to come in should be joining because he believes that the benefits of collective bargaining are the first steps to much needed security that is the goal of all workers. The employer whose employees are clamoring for admission to the unions should be shown the benefits to be had by an industrial condition that reckons with the workers as well as the bankers and the business barons. How we are to reach these workers and employers is one of our momentous problems. The answer is simple if we want to acquaint them with the facts without driving them home to them. They themselves are looking about at this time, but they reach no decision because the idea must be sold to them. We must do the selling.

A well known advertising man said that the only effective way to sell your goods is to educate your public. Educators say that the most effective method of teaching is by example and that this method rarely fails when good example is shown. We can educate our public properly only by using the best methods known. This means that we are now in the spotlight of public opinion and the results we desire can be ours if we will adhere strictly to the rules laid down by our by-laws and by following the advice of our leaders.

Failure to carry on as we should may take from us a chance that we have been hoping for for years. Failure on the part of even a small number of members to do their share may mean the difference between success and failure. The working member should put as much energy into this work as the jobless member. The success of this drive means the starting of further programs by the national government and the continued fight by administration to effect a condition that will prevent a recurrence of the calamity that has brought upon us these trying times. Over the top with President Roosevelt.

#### LOCAL SECRETARIES



Here's a prize that will add interest and inject enthusiasm into your next organization campaign—every Brother wants one. A handsome finger ring in 14-karat green and white gold, with the I. B. E. W. "Lightning fist"—priced **\$10**

#### DEATH CURVE LOWER DUE TO JOBLESS

(Continued from page 156)

	Inside			
	Linemen	Men	Misc.	Total
Tuberculosis	3	28	4	35
Pneumonia	13	37	2	52
Total	181			

1930

	Inside			
	Linemen	Men	Misc.	Total
Electrocution	22	2	2	26
Falls (fractures, breaks)	9	11	—	20
Burns (explosions, etc.)	6	2	—	8
Miscellaneous (drowning, vehicular)	5	27	6	38
Tuberculosis	4	24	1	29
Pneumonia	4	24	2	30
Total	151			

1931

	Inside			
	Linemen	Men	Misc.	Total
Electrocution	11	6	—	17
Falls (fractures, breaks)	5	5	—	10
Burns (explosives, etc.)	1	—	—	1
Miscellaneous (drowning, vehicular)	4	11	3	18
Tuberculosis	8	20	4	32
Pneumonia	9	27	4	40
Total	118			

1932

	Outside Inside			
	Men*	Men	Misc.	Total
Electrocution	12	5	1	18
Falls (fractures, breaks)	7	12	1	20
Burns (explosives, etc.)	4	—	2	6
Miscellaneous (drowning, vehicular)	5	—	—	5
Tuberculosis	7	10	2	19
Pneumonia	5	17	3	25
Total	103			

1933

	Outside Inside			
	Men*	Men	Misc.	Total
Electrocution	9	4	1	14
Falls (fractures, breaks)	3	7	—	10
Burns (explosives, etc.)	—	—	2	2
Miscellaneous (drowning, vehicular)	—	—	—	—
Tuberculosis	7	14	—	21
Pneumonia	7	26	—	33
Total	80			

\* Instead of the category linemen, outside men is used, which is slightly more inclusive.

The best way for a young man who is without friends or influence to begin is: First, to get a position; second, to keep his mouth shut; third, observe; fourth, be faithful; fifth, make his employer think he would be lost in a fog without him; sixth, be polite. —Russell Sage.



## BULLETIN OF THE I. B. E. W. RADIO DIVISION

(Continued from page 164)

could investigate the claims by the employers that a shorter week "would wreck the industry."

This lengthy exposition of the shortcomings of the radio code may have helped radio men to a fuller realization of the futility of depending on codes to brighten the future. It shall have served its purpose if it has helped technicians to a fuller understanding and a firmer conviction of the need for organization. As individuals, their protests fall on deaf ears. As a weak organization, they can accomplish little. As a strong, fully organized group they can be confident that they can achieve the wages and working conditions that their key position in the industry should command.

The I. B. E. W. has already laid the groundwork for a strong, well-knit, national organization. There remains, then, but the task of arousing a broader consciousness to its possibilities and a deeper desire for action. Many letters arrive which run something like this: "We, here at Radio Station So and So feel that the I. B. E. W. did a fine job in representing the radio technicians at the code hearings. We want a radio division. How do we get started?" Here's how: Call on the business manager of the local union of the I. B. E. W. in your territory; tell him you want a radio division and he will co-operate with you in every way possible. Get all the local radio men together at a meeting. Outline your grievances and prepare a fair set of wages and working rules. Determine to stick. Plan a course of action. Determine to stick to it. Stick, no matter how much opposition you meet from the employers (and you'll meet plenty). Stick to your plan, even though you meet lack of response from some of your own group at first. They can all be convinced if you keep after them. Disregard company union proposals and promises of good will pay increases. When your employer calls you in individually to offer you inducement to sell out your fellow employees, turn him down. Whoever is guilty of accepting bribes is a weakling and loses the respect of all his fellow employees as well as the respect of the employer. When you have reached the stage that you will all stick and back your representative to the limit, if it takes a day, a week or a month to arrange an agreement, you can write your own terms and you'll get them. Now, get your local radio division started and let's go over the top!

Mr. M. H. Hedges, of the Research Department of the I. B. E. W. is your direct representative in all matter involving technicians on the Radio Code Authority. Communicate with him at 1200 15th Street, N. W., Washington, D. C. Communications to the Bulletin should be addressed to L. Jurgensen, Radio Division, Local No. 3, 130 East 25th Street, New York City.

### St. Louis

"Radio men, dust off your ego! Put it to work. Realize your importance to the radio station managements! What the h— could they do without you? Make them realize your importance. We're 'big shots' in this broadcast game. Let's act the part!" So says Bill Ludgate, chairman of the radio division of Local No. 1, in St. Louis, and he should know because he is the pioneer radio division of them all. From his experiences during eight years of membership in the St. Louis local he has set down a set of mottos which every

radio man should make his own. "Remember these things; they'll stand you in good stead.

"Watch the small infractions. Don't let the station management get away with little things. They soon grow big and then it's too late.

"Be ever on guard in establishing precedents. They are extremely easy to make and darn hard to overcome, once made.

"Spend a few minutes each day in reflection concerning your organization and how to improve it. Then follow your mental suggestions and make them a reality. You will in this way never lack for something constructive to bring up before a meeting.

"Protect your own interests. Make your organization mean something. Your organization is no stronger than its weaker members."

Thanks, Bill. The Bulletin will always have room for a paragraph or two whenever you feel the urge to write.

### Cleveland

The following letter from the radio division of Local No. 38 in Cleveland is a comprehensive history of this unit and its struggle for recognition:

Organization of Cleveland radio engineers was begun by Mr. Dan Moley, business manager of Local No. 38, back in the summer of last year shortly after the formation of the NRA. In September of 1933 we could boast a membership of 99 per cent from among the employed radio operators in and around Cleveland, including broadcast, police and aircraft stations. Agreements were drawn up in that month but the presentation was held in abeyance until after the signing of the broadcast code in November.

Upon presentation to the four broadcast stations the "heat" was immediately applied to the engineers of those stations by the managements in the form of company union proposals, "good will" pay increases (to stay out of the I. B. E. W.) and various other forms of coercion. Most of the engineers, however, were sensible and intelligent enough to see through these moves of the employers and stuck to their affiliations with the I. B. E. W.

The N. B. C., owner of WTAM and employing about 16 engineers, was successful in promulgating a company union among their men. Some of the men, who evidently were in the minority, still maintain their membership in the I. B. E. W. This sudden desertion of a swell cause by a large number of our members, not only weakened our organization here in Cleveland, but also, we feel, impaired the activities of the organization over the entire country, momentarily. However, hope is still held out that the NBC men will realize the fallacy of their move, and the ingratitude of it, after the very thorough battle put up for us by the I. B. E. W. at the hearing last fall.

In December, through a very ingenious bit of skullduggery, one of the WGAR engineers, a member of the local, was transferred to WJR, a sister station in Detroit, and an engineer from that station was brought to work in Cleveland. This man, being non-union, immediately joined the chief engineer, also non-union, in signing a company union proposal. In spite of the suggestive influence of these men the rest of the engineers still voted overwhelmingly for the I. B. E. W. Over a period of several months, the engineers of this station were subjected to a constant form of coercion in various guises until stopped by the Regional Labor Board in February of this year. After several months of fruitless effort to have WGAR negotiate a closed

shop agreement the matter was placed in the hands of the Regional Labor Board. The board was finally successful in bringing together the management and representatives of the I. B. E. W. and at this time negotiations are finally materializing.

In the meantime Station WHK has completed negotiations with the I. B. E. W. and the boys at that station are very well pleased with the spirit of co-operation manifested by the owners and conditions here have been harmonious from the first. The wage agreement is a sliding one, the scale being based on length of service with the station and ranges from \$45 to \$55 per week, with double time for overtime.

The fourth station in Cleveland, WJAY, has so far flatly refused negotiations with the I. B. E. W. This condition has been placed before the Code Authority and will undoubtedly have been acted upon before this reaches print. WJAY, after an investigation by the city electrical inspector, was found to be hazardous to the lives of those operating the station, due to the haywire installation of the power equipment. As we all know, in the past couple of years there have been entirely too many of our fellows who have passed on, due to a lack of safety devices and this same haywire condition. This investigation was made at the request of Local No. 38 and this report has been submitted to the Federal Radio Commission.

The members of this local employed at the police and airport stations, we have been assured, will be placed on a wage scale similar to those negotiated at broadcast stations, and only await a strengthening of the city's finances. Congratulations to all the boys in Fort Wayne, Ind., for the splendid support given to T. R. McLean at the time agreements were presented there. A great incentive for the men all over the country who feel as most of us do, the need for a national organization to get us a square deal.

The battle here in Cleveland has been made especially acute and prolonged and every known means used to circumvent the activities of the I. B. E. W. by WGAR, one of whose officers happens to be a high official in the NAB. So, not only is it a local issue for this station, but their signing an agreement would set a precedent hard for one of the NAB officers to explain to that body, whose policies hardly parallel those of the I. B. E. W.

## WHO'S WHO IN THE AUTO INDUSTRY

(Continued from page 140)

Zeder, F. M., vice president.  
Moehring, L. A., comptroller.  
Moyer, B. T., assistant comptroller.  
Fohey, Raymond P., secretary.  
Davies, H. A., assistant treasurer.  
Pomeroy, R. B., assistant secretary.

### Ford Motor Co.

#### Directors:

Ford, Henry.  
Ford, Edsel B.  
Martin, P. E.

#### Officers:

Ford, Edsel B., president and treasurer.  
Martin, P. E., vice president.  
Craig, B. J., secretary and assistant treasurer.

Gold is the greatest enemy in the world.



## ONLY UNIONS CAN MAKE NRA WORK

(Continued from page 145)

undercutters to observe code provisions, or by forcing such employers out of business. The most complete example of vicious sabotage is the case of a pocket-book frame manufacturer who bid for orders and then returned to tell his workers, "I have an order which will give you six weeks employment but I had to quote so low a price that you will have to work for \$6 a week." The starving and frightened workers—unorganized—accepted—weeks went by—they were not paid. The employer explained that he could not pay them until he had been paid for the work they were doing. When they were paid a number of their checks came back from the bank marked "insufficient funds." The entire shop of 120 workers marched down to the Regional Labor Board in a body, on strike. They waged such a vigorous campaign of picketing that that employer finally went out of business. The workers lost their jobs—you will say. Yes, but what of it—\$6 is not even a subsistence wage—and the continued existence of such an employer threatened the life of every other employer in that line. We should not be sentimental about employers who can not stay in business except by undercutting on wages, working overtime, withholding pay, and cheating in every way known to man.

### Chiseling Begins Early

Even more threatening to recovery than such a single instance is the very widespread attitude of employers that as soon as they have written a code for their industry on their own terms very largely—for labor's objections have not been carried into codes to the extent that is to be desired—they may begin to operate on those standards which suit them. They may take advantage of the fair trade provisions and averaging of hours and all the rest of the code, but they need not recognize the existence of Section 7 (a) until their code has been signed by the President. Is this acting in good faith? It certainly is not, and I believe the public may very justifiably view with suspicion employers who are so eager to seize all the advantages given them under codes of fair competition but who deny to the last bitter gasp the right of labor to the only real advantage it has secured under the Recovery Act—namely the right to organize for collective bargaining.

That labor needs collective action has been made abundantly clear to me even in such simple cases as the safety with which an individual employee may complain of working conditions. The New York Board alone has caused the reinstatement of 1,793 workers who were fired as soon as they made a protest about wages or hours or began to take an interest in organization. A worker is too often in danger of losing his job as soon as he complains individually.

There is a whole state in this union

which—led by a powerful manufacturers association—is fighting labor organization today. The head of this association has actually advised members not to enter into negotiations for collective bargaining on the flimsy technicality that these firms had not signed the PRA and their industry code which these very firms had written had not yet been signed by the President. "When the code is signed, we will meet our workers—until then they may complain to us individually," is the answer. Yet when the workers accepted this challenge, they were dismissed, factories were closed down and when the factories reopened, any worker who had complained or who had admitted belonging to a union was frozen out. Yet this same group of manufacturers is taking full advantage of every other provision of the code—which has not yet been signed.

Congress is surely going to implement the present Recovery Act. The choice therefore is between industrial strife and government interference to enforce the law or industrial peace, through voluntary compliance in the spirit as well as the letter of the law.

I do not value fortune. The love of labor is my sheet-anchor. I work that I may forget, and forgetting, I am happy.—*Stephen Girard.*

## DEATH CLAIMS PAID MARCH 1-31, 1934

L. L.	Name	Amount
3	Edw. Karl	\$1,000.00
I. O.	L. G. Reid	1,000.00
104	M. Carter	1,000.00
46	S. H. Gilbert	1,000.00
103	F. S. H. Cross	1,000.00
104	C. W. Lamprey	1,000.00
68	C. W. Beach	1,000.00
501	J. Frazier	1,000.00
I. O.	C. French	1,000.00
I. O.	G. E. Stephenson	1,000.00
352	G. L. Brooks	1,000.00
185	F. F. Carter	1,000.00
134	A. Bacchi	1,000.00
318	P. W. Billers	1,000.00
417	C. W. Mecum	1,000.00
28	J. C. Hebner	1,000.00
340	F. E. Scanlan	1,000.00
2	Charles Schworm	1,000.00
3	Joseph Schmelter	1,000.00
3	Max Cohen	1,000.00
134	R. J. Wilson	1,000.00
98	R. E. Goodwin	1,000.00
I. O.	H. L. E. Hamer	1,000.00
333	W. K. Pierce	825.00
I. O.	W. H. Pendergrass	1,000.00
9	S. A. Brennan	1,000.00
134	Charles Carlson	1,000.00
65	F. A. Smith	1,000.00
286	F. J. Haertel	1,000.00
3	Fred Koenig	1,000.00

Claims paid 3/1 to 3/31/34..... \$29,825.00

Claims previously paid..... 3,305,111.10

Total..... \$3,334,936.10

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Buttons, S. G. (small).....	1.50	Obligation Cards, double, per dozen.....	.25
Buttons, R. G.....	.75	Paper, Official Letter, per 100.....	.75
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Book, Minute for R. S. (large).....	3.00	Receipt Book, Members (300 receipts).....	2.40
Book, Day.....	1.50	Receipt Book, Members (750 receipts).....	4.80
Book, Roll Call.....	1.50	Receipt Book, Miscellaneous (300 receipts).....	2.40
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Ledger, Financial Secretary's, 200 pages.....	4.50		
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(Extra Heavy Binding)			

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# LOCAL UNION OFFICIAL RECEIPTS FROM FEBRUARY 11 TO MARCH 10, 1934

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
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3	A-J, 4419-4432	54	193530 193563	153	148036 148049	270	86264 86268	382	380072 380086
3	A-H, 551-557	55	917270 917289	155	299966 299970	271	592041 592049	389	888440 888462
3	A-H, 699	56	903906 903925	156	950140 950157	275	912558 912576	393	943266 943285
3	B-J, 884-885	57	173242 173250	159	156288 156329	276	571979 572007	394	649063 649094
3	C-J, 191	60	318001 318022	161	903319 903334	278	410938 410946	395	613240 613240
3	C-H, 7	60	252751 252762	163	8591 8595	280	639533 639541	397	892034 892055
3	O-A, 3711-3739	60	835996 836025	164	139001 139790	281	252451 252452	400	874128 874208
3	X-G, 29797-29800	64	46621 46681	164	140251 140262	281	402414 402434	401	948935 948956
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520	911366	911396	632	648859	648879	773	654870	654893	1141	174601	174808
521	234151	234188	634	254251	254266	774	891818	891867	1141	940945	941050
521	919801	919813	636	554163	554215	784	223666	223669	1144	81449	81456
526	945626	945635	637	894658	894677	784	936157	936183	1147	57018	57020
527	954901	954904	640	33417	33419	787	626911	626940	1147	155116	
527	636293	636300	640	168135	168185	792	220066		1147	943889	943970
528	44457	44461	642	142487	142500	792	919301	919315	1151	657951	
528	111238	111233	642	922501	922513	794	306229	30630	1154	4605	4616
530	616136	616141	644	933158	933180	794	149041	149100	1154	911930	911949
532	315751	315814	648	14415	14416	794	175501	175524	1156	31815	31866
532	761229	761250	648	85677	85741	794	943707	943738			
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536	905410	905414	649	535431	535472	802	675759	675767			
538	18878	18913	652	212302	212312	809	49725	49737	40	322681-696,	
538	26459	26468	652	893718	893724	811	64682	64686	50	222210,	
539	908314	908322	653	931373	931397	817	127784	127785	52	98559-98870,	
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549	131349	131397	665	55876	55880	850	746358	746362	354	193376-379, 382-	
551	66482	66486	665	144101	144102	854	721837	721860	383, 388, 392-394,		
552	95686	95696	665	659056	659077	855	4446	4465	416	91442-91450,	
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557	942659	942668	670	176082	176091	858	887028	887058	488	30995,	
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562	R. 231166	169,	673	83235	83239	864	92456	92508	634	254261-264,	
	171, 178-180,		676	874709	874728	865	10242				
	182-183, 186,		677	955501	955502	865	93058	93114			
	196-197, 203,		679	955501	955502	869	441317	441330			
	265-266, 273-		679	955501	955502	870	671709	671745			
	274, 282,		680	706398	706400	873	909421	909428	1	132901, 916, 162700,	
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566	65600	65603	683	895632	895726	886	281202	281219	3	X-G, 30571, 30599,	
567	89498	89556	685	604226	604250	890	906471	906484		30798, 30834,	
568	691439	691455	686	17716	177638	892	637486	637490		30854, 30890,	
569	23433	23441	686	177628	177638	900	888934	888950		30892, 31064,	
569	317251	317334	688	890727	890737	902	918878	918900	8	8106-8110,	
569	783717	783750	690	214197	214313	902	954601	954611	18	24576,	
570	16420	16429	690	898611	898789	912	6140	6150	25	196684,	
574	24022	24024	691	908238	908246	912	190551	190692	28	385600,	
574	28244	28249	693	896771	896793	914	170164	170173	34	172564,	
574	285001	285040	694	133605	133709	915	75978	75979	35	87967, 88014, 048,	
574	794911	795000	695	914317	914332	918	17937	17953	38	369444, 370576,	
577	910371	910385	697	26208	26250	918	221567			391652, 654, 720,	
580	52735	52741	697	51316	51319	922	21842	21850		798-799, 812, 902,	
583	948308	948338	697	324001	324027	937	672270	672286	39	134319,	
584	140297	140302	697	389739	389877	940	217082		40	172819, 864, 945,	
584	321018	321086	701	159204	159229	940	624264	624286		173018, 073, 123,	
584	797193	797244	702	124976	125137	948	31599	31617		322622, 385894-	
585	246456	246457	704	159811	159826	948	182377	182479		895, 908-909,	
585	618133	618143	707	891151	891174	948	242253	242303	41	195271,	
586	396681	396711	709	89229	89237	949	246809	246816	46	271514,	
588	686834	686867	710	652634	652647	949	941175	941213	48	176862,	
590	171301		711	5198	5201	953	912705	912710		902,	
590	251251	251266	711	23044	23108	956	83833	83838		320235, 323-324,	
590	950701	950709	712	368802	368866	958	657468	657471	50	270810,	
591	634493	634500	713	123388	123750	963	313503	313513	52	44163,	
591	953401	953409	714	657416	657424	970	694645	694657		98858,	
593	624730	624741	716	26468	26475	971	443245	443247		99394,	
595	158499	158515	716	111941	112080	972	605266	605268		294858,	
595	275370	275529	716	289798	289803	978	74614	74619	65	285875,	
596	440730	440743	717	4929	4988	991	914487	914494	66	34701, 173989, 992,	
597	895839	895857	717	9832	9833	995	939119	939137		998,	
599	932523	932541	719	232073	232075	996	65222	65224	68	162182,	
601	931652	931667	719	825324	825357	1002	194273	194276	77	175911,	
602	20822		722	549981	549987	1002	953714	953739	82	147167,	
602	934614	934625	723	166713	166810	1024	184556	184677		182-185,	
606	252151	252164	723	221313	221339	1025	649570	649573	83	64521, 64578, 64614,	
606	954301	954320	727	657720	657732	1032	932756	932763		64616, 64621,	
611	27165	27180	728	900930	900942	1036	659933	659945		64627, 64663,	
613	43811	43853	729	622606	622610	1037	23956	24010		64796, 64861,	
613	193241	193250	731	228454		1047	697859	697882		64863 - 64866,	
613	212196	212250	731	934921	934942	1054	37482	37489		64870, 206653,	
613	237151	237172	732	26717		1072	858940	858944			
613	301501	301600	732	890014	890055	1086	21198	21228			

MISSING

40-322681-696,  
50-222210,  
52-98559-98870,  
214-942333,  
307-628600,  
333-304501-510,  
340-200574-579,  
343-40828, 949527,  
349-186377,  
354-193376-379, 382-  
383, 388, 392-394,  
416-91442-91450,  
429-18937,  
433-214662-664,  
488-30995,  
562-234751-753, 755-757,  
759-761,  
625-446175,  
634-254261-264,

VOID

1-132901, 916, 162700,  
288746,  
3-A-J, 4421,  
3-B-J, 884,  
3-X-G, 30571, 30599,  
30798, 30834,  
30854, 30890,  
30892, 31064,  
8-8106-8110,  
18-24576,  
25-196684,  
28-385600,  
34-172564,  
35-87967, 88014, 048,  
38-369444, 370576,  
391652, 654, 720,  
798-799, 812, 902,  
39-134319,  
40-172819, 864, 945,  
173018, 073, 123,  
322622, 385894-  
895, 908-909,  
41-195271,  
46-271514,  
48-176862,  
320235, 323-324,  
50-270810,  
52-44163,  
98858,  
99394,  
294858,  
65-285875,  
66-34701, 173989, 992,  
998,  
68-162182,  
77-175911,  
82-147167, 172-180,  
182-185,  
83-64521, 64578, 64614,  
64616, 64621,  
64627, 64663,  
64796, 64861,  
64863 - 64866,  
64870, 206653,  
662,  
84-76256,  
108-85261,

PREVIOUSLY LISTED MISSING, RECEIVED

40-172696-730,  
188-432537, 542-544,  
546-610,  
205-246160-162,  
304-249176, 179-180,  
191,  
343-949516-517,  
416-91440,  
474-5726-5727,  
483-23715,  
597-895830-832,  
617-795289-290,  
719-232609-071,  
794-943700-704,

BLANK

43-128451-452,</

## WOMAN'S WORK

(Continued from page 162)

"It must be emphasized that these figures are averages, which means that many women were receiving an even lower rate than those stated. (The fact that so many of these women are receiving rates even lower than the subminimum allowed in the code is because of a qualifying clause in the code that permits a lower rate for employees who received less than 40 cents an hour in

July, 1929.) The average wage rates for unskilled men during the same period were: Shipping room, 45 cents; yardmen, 46 cents; ash handlers, 46 cents; and wood handlers, 44 cents. The men's minimum in the code is 38 cents."

All Nature speaks the voice of dissolution. The highway of history and of life is strewn with the wrecks that Time, the great despoiler, has made. We listen sorrowfully to the Autumn winds as they sigh through dismantled forests, but we know their breath

will be soft and vernal in the Spring, and the dead flowers and withered foliage will blossom and bloom again. And if a man die, shall he, too, not live again? Is earth the end of all, and death an eternal sleep? Not so, but beyond the grave in the distant Aiden, hope provides an Elysium of the soul where the mortal shall assume immortality, and life become an endless splendor.—D. W. Voorhees.

The victory of success is half won when one gains the habit of work.—Sarah A. Bolton.

## MISSING

40-322681-696.  
50-222210.  
52-98859-98870.  
214-942333.  
307-628669.  
333-304501-510.  
340-200574-579.  
343-40828, 949527.  
349-186377.  
354-193376-379, 382-383, 388, 392-394.  
416-91442-91450.  
429-18937.  
433-214062-664.  
488-30995.  
562-234751-753, 755-757, 759-761.  
625-440175.  
634-254261-264.

## VOID

1-132901, 916, 162700, 288746.  
3-A-J, 4421.  
3-B-J, 884.  
3-X-G, 30571, 30599, 30798, 30834, 30854, 30890, 30892, 31064.  
8-8106-8110.  
18-24576.  
25-196684.  
28-365600.  
34-172564.  
35-87967, 88014, 048.  
38-369444, 370576, 391652, 654, 720, 798-799, 812, 902.  
39-134319.  
40-172819, 864, 945, 173018, 073, 123, 322622, 385894, 895, 908-909.  
41-195271.  
46-271514.  
48-176862, 902, 320235, 323-324.  
50-270810.  
52-44163, 44246, 98858, 98955, 99394, 99433, 294858.  
65-285875.  
66-34701, 173989, 992, 998.  
68-162182.  
77-175911.  
82-147167, 172-180, 182-185.  
83-64521, 64578, 64614, 64616, 64621, 64627, 64663, 64796, 64861, 64863, 64866, 64870, 206653.  
84-76256.  
108-85261.

## PREVIOUSLY LISTED MISSING, RECEIVED

40-172696-730.  
188-432537, 542-544, 546-610.  
205-246160-162.  
304-249176, 179-180, 191.  
343-940516-517, 416-91440, 474-5726-5727, 483-23715, 597-895830-832, 617-795289-290, 719-232069-071, 794-943700-704.

## BLANK

43-128451-452.

Error made in January Journal: Receipts No. 931601-931617 listed under 600 instead of 601.

Error made in February Journal: Receipts No. 914277-9142



# ON EVERY JOB *There's a Laugh & Two*

Our esteemed Brother, R. G. I., press secretary of L. U. No. 1037, sends in a poem by Brother Jack Robinson which he says he thinks is entitled to a place in the "hall of fame" on the inside of the back cover of the JOURNAL. So here 'tis.

## "The Clique"

What is a clique? 'Tis a body of men  
Who attend every meeting, not just now and then,  
Who don't miss a meeting unless they are sick.  
These are the men that the grouch calls "the clique."  
Who don't make a farce of that magic word, "work,"  
Who believe in the motto—not a job will I shirk;  
Who never resort to an underhand trick,  
These are the men whom some call "the clique."  
The men who are seldom behind in their dues,  
Who attend to their duties and don't seek a kick,  
These are the men that the crank calls "the clique."  
We should all be proud of members like these;  
They can call them "the clique" or whatever they please,  
But there are always some people who always find fault,  
And most of that kind are not worth their salt.  
They like to start trouble but seldom will stick,  
And leave all the work to the gang called "the clique."

JACK ROBINSON,  
L. U. No. 1037.

\* \* \*

## Footnotes on the Depression

Mrs. Moriarty: Do you know, my dear, my husband plays the organ?

Mrs. O'Brien: Yes, and if things don't improve my Dinny will have to get one, too.

\* \* \*

As the old saying goes, "Put up, or shut up." And if you can't put up some real effort to improve your local union and better the working conditions, it's best to shut your mouth about its present defects. Let's hope there will be nothing blue but the Eagle.

G. L. MONSIVE,  
L. U. No. 595.

\* \* \*

And here's a message from Hendrick, who is evidently enjoying the weather in the West:

## The Webb-Foot Says—

Portland, Oregon, U. S. A.,  
Out where men are men;  
Where it rains most every day,  
And then it rains again.

## The Moss-Back Answers—

Rain, rain, it makes all things grow nice;  
It's darn sight better than zero, snow 'n' ice.

WALTER H. HENDRICK,  
Now at Portland, Oreg.

Even though Insull got out of Greece, he's not out of the soup yet and we heartily endorse the sentiments of Brother Jack:

## The Neutral Zone

"Cutta haffa grapefruit,  
A piece o' pitch pie,  
One gub o' coffee for Sam Insull,"  
Sing Greek waiters in high.

Now a migratory bird is Sammy,  
Nestin' on Grecian shores,  
But not for long, apparently—  
Uncle Sam's just restin' on his oars.

Sam took with him a type o' bag  
Made famous by Teapot Dome;  
Even ere returns began to lag,  
Stockholders held their sacks at home.

Sam's activities entered many fields,  
Insulating primary polls at election,  
May o' entranced his power yields,  
Hadt' Uncle disapproved the selection.

Sam had other attractive ways,  
Not only a power magnet was he,  
He fathered opera in high class plays,  
No playwright though, apparently.

Sam greatly aided Chicago's prosperity,  
Gigantic power stations, built he.  
In extending power o'er broad territory,  
However, weakness oft' seems to be.

All are positive, to some degree  
Negative, along with the rest.  
There's need for neutral, you see,  
To equalize for the best.

So let's withhold our gunfire,  
'Til Uncle makes the test.  
For faults; with qualities all acquire—  
Even the besta 'o the best.

JACK HUNTER,  
Local No. 68.

\* \* \*

## The Sign of the Rainbow

(Reflections after the storm.)  
("I do set my bow in the cloud, and it shall be for a token of a covenant between me and the earth."—Genes. IX, 16.)

The gale's torrents have subsided their force  
And the tempests abated their fierce rage;  
The elements changed their violent course  
And calm's reignin' on the heavenly stage.  
That brilliant bow on the horizon's end  
Renders dispersin' shreds of clouds a-glow;  
And its magic semi-circular bend  
Proclaims a message to creatures below:  
"When errin' mankind will start to revise  
The vast sinister deeds of their dark past,  
A blazin' token'll spell across the skies:  
"That flood of miseries shall be their last."

ABE GLICK,  
New York City. L. U. No. 3.

\* \* \*

## Perhaps, We Should Have Cut This

Johnny La Valle tells of the engineer who got mixed up with quartz and glass and quartz and glasses. Still wondering whether it was "x" or "y" cut; but no matter how you take it, it was "cut".

## "A Friend Indeed"

He must be the author of a little kindly deed  
Of sacrifice and service for every man in need;  
His life, too, must be a poem of self-denying will,  
And always help a comrade struggling up a hill.

He must defend the friendless and love a foe.  
When he gives then he must forget his dough,  
And willingly the burden of the over-loaded bear,  
If he is a union man he can prove it there.

He must be the captain of an army of joy,  
And lead us back in memory to a barefoot boy;  
To the good old days in a land of lost delight,  
Where we could help a friend on the darkest night.

He must strike with courage the blow of the brave,  
And indignantly trample on the yoke of the slave;  
To be seen in our JOURNAL, the foremost in fame,  
Like Hendrick and Glick, friends I am proud to name.

JOHN F. MASTERSON,  
I. O.

\* \* \*

## Love Song of the Volt

Come, my Ampere, let us wander  
Down the 60-cycle line.  
We will build our love nest yonder  
In the rectifier's brine;  
Or if you prefer detectors,  
We will oscillate that way;  
Past the realm of wave selectors,  
Hand in hand—what do you say?

Gliding through the horsepower motors,  
Stepping past condensers, too,  
Dancing by the whirling rotors,  
Lighting audion bulbs anew.  
Dear, our love will be potential,  
You're A. C. as you were ever;  
To my life you are essential,  
Our connection none shall sever.

Is your love then, alternating?  
Do you hold me at a distance?  
Why the constant vacillating?  
Why do you put up resistance?  
Come and give yourself to me, dear,  
We will build our cozy home  
Where we—Hark! What's that I see, dear?  
Quick, let's fly! Here comes an Ohm.

AUTHOR UNKNOWN,  
Contributed by LEONARD OHL,  
Local Union No. 3.

\* \* \*

## Keeping Up with the Joneses

Smithy and the Jones boys had become seasick and were hanging over the ship's rail "feeding the fish." Captain Kidd, sauntering past, gently slapped Smithy upon the back, remarking, "Weak stomach, eh?"

"Weak, 'L,'" gurgled Smithy, "I'm throwin' 'er as far as any of them."

JACK HUNTER,  
L. U. No. 68.





AS the Roosevelt administration has come to grips with the financial group, so it is now joining the issue with those employers who would set themselves above the state and thereby imperil the American experiment in self-government. The company union has been a threat to the success of the recovery program from the very outset. It is now a menace in scores of industries. The agreement of the leading steel company executives to "resist all attacks" on their company unions should make it evident to everyone how basically important the question is.

\* \* \* \* \*

Labor, if it would advance itself, will take advantage of every opportunity to root out unionism which is not *bona fide*. Industrial leaders, if they mean what they profess, will accept the President's election plan. Government, if it is not to be the servant of special interests, will not yield an inch.

The company union issue must be settled sooner or later, and the sooner the better for all concerned.

—*St. Louis Post-Dispatch.*

